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EQUALITY AND DIVERSITY

'Embracing Equality,

Improving Confidence'

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DIVERSITY ANNUAL REPORT

2008/09

*A report submitted to the British Transport Police Authority
summarising the work on equality and diversity undertaken by the
Diversity team and Support Groups.*

BRITISH
TRANSPORT
POLICE

CONTENTS

Equality and Diversity

BRITISH TRANSPORT POLICE

1 INTRODUCTION

At British Transport Police we are committed to diversity - having a workforce that reflects the make up of the railway community and the broader population we serve. This report has been prepared to summarise what has been achieved during 2008/9 and what is continuing as 'work in progress'. Its focus is on work and employment at BTP; policing and the work of the Community Engagement and Partnership Unit are separately reported.

Diversity is a broad term. At BTP it means respecting the age, gender, race, ethnicity or nationality, religion and belief, sexual orientation, marital status, physical, mental and learning ability, language, family circumstances, social background and culture of those we work with and those we police.

Diversity matters at BTP, much has been done but there is more to do. It is central to BTP's strategy for 2008–11 and in the 2009/10 Policing Plan; four of the 14 national targets are focussed on improving diversity and working towards equality. Set after discussion with BTP's support groups, the targets are challenging but reflect a determination that BTP will continue on its path towards becoming an organisation in which differences are respected, contribution recognised and achievement valued. We go beyond the areas protected by equal opportunities legislation and Codes of Practice as part of our effort to make BTP a good place to work.

Although reviewing and reflecting on the last twelve months, the work of 2008/9 is also helping set the diversity and equality agenda for the coming year.

This report touches on many important themes which are not explored in detail. If there are any issues about which you would like to learn more, you are welcome to contact the Diversity Unit on 020 7830 6741.

BRITISH TRANSPORT POLICE

2   ORGANISING, DESCRIBING AND MEASURING

In its policy and practice, BTP recognises the seven key strands of diversity: ethnicity and race, gender, disability, sexual orientation, transgender, age, and religion and religion and belief[1]. We encourage and support groups which reflect these strands, especially where there may be concerns that these groups are underrepresented, disadvantaged or unheard, have needs that may not be met or particular cultural, religious or practical perspectives that should be respected.

Support groups active during 2008/9 were:

Association of Muslim Police (AMP)

AMP aims to raise awareness of Islamic issues that impact BTP, remove stereotypes and work towards improving the community's confidence in the police service.

Christian Police Association (CPA)

The CPA is a national support group with branches in most police services across the UK. Their aim is to support Christians in the work place and make the life-changing love of Jesus Christ known.

Disability Equality Support Association (DESA)

DESA seeks to achieve disability equality for all employees by providing confidential support and advice to all employees including networking opportunities and promoting awareness and understanding of disability issues across BTP.

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[1] These are the strands recognised by Government – see for example the Equality Bill and the 2009 Equality Guide, published by the Equalities Office and Department for Communities and Local Government.

**BRITISH
TRANSPORT
POLICE**

LINK (LGBT Support Network)

LINK represents all employees and works to achieve equality for lesbian, gay, bisexual and transgender employees. LINK offers emotional support, support with recruitment and retention and promotion of travel safety.

SAME (Support Association for Minority Ethnic staff)

SAME supports all members of BTP regardless of their ethnic background with any disputes, grievances or disciplinary issues. SAME aims to work with BTP to eliminate all forms of discrimination against ethnic minority staff.

Women's Support Forum (WSF).

WSF supports all employees, raising awareness of issues that affect women in the Service. WSF offers professional networking opportunities and social contacts both nationally and internationally and contributes to the continuous professional development of all members.

Section 7 details more about their work during the year. BTP has also encouraged the work of the National Association of Retired British Transport Police Officers (NARBTPO)[2].

Monitoring is undertaken through a variety of mechanisms, but routine quantitative measures are only possible for gender, race and age, until more employees disclose relevant information via the self reporting facility on ORIGIN, BTP's HR information system. Self declaration is associated with under reporting and for some strands of diversity only indicative data is available.

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[2] This report does not deal with the work of the British Transport Police Superintendents Association, Police Federation or the union which organises many police staff, TSSA. Information about their activities may be found at www.btpolfed.org.uk and www.tssa.org.uk respectively.

Equality and Diversity

**BRITISH
TRANSPORT
POLICE**

The way in which BTP organises the delivery of diversity changed during the year. Mainstreaming diversity has involved slimming down the central team, devolving day-to-day responsibility to those managers and teams responsible for putting diversity into action. There remains a recognisable diversity team but responsibility for diversity and equality is located at all levels of the organisation - from the strategic work of Chief Officers, working collectively through the Chief Officers Group (COG) or individually as Department/function heads, through to each individual officer or member of police staff. Increasingly an intelligence-led approach is adopted towards diversity, thereby ensuring that funding is targeted to achieve maximum effect.

Governance has been strengthened. A group - chaired by the HR Director and involving senior managers and support group representatives - is focussed on achieving Policing Plan targets. Meeting monthly, the Achieving Policing Plan Targets (APPT) group monitors progress, initiates action and allocates resources to strengthen efforts to meet diversity and equality objectives, and reports on outcomes.

BRITISH
TRANSPORT
POLICE

3   DIVERSITY TARGETS AND ACHIEVEMENT

Key diversity targets in the 2008/9 Policing Plan:

Recruitment

- 13.9% of all police officer recruits between 1 April 2008 and 31 March 2009 to be from a BME background.
- 25% of all police officer recruits between 1 April 2008 and 31 March 2009 to be female.

Progression

- 5.9% of all police officer promotions between 1 April 2008 and 31 March 2009 to be from a BME background.
- 18% of all police officer promotions between 1 April 2008 and 31 March 2009 to be Female.

Recruitment

Although 2008/9 saw a high level of recruitment activity, the recruitment objectives were not achieved (9.6% Black Minority Ethnic (BME) officers and 14.2% Female officers recruited against targets of 14% and 25% respectively).

Equality and Diversity

**BRITISH
TRANSPORT
POLICE**
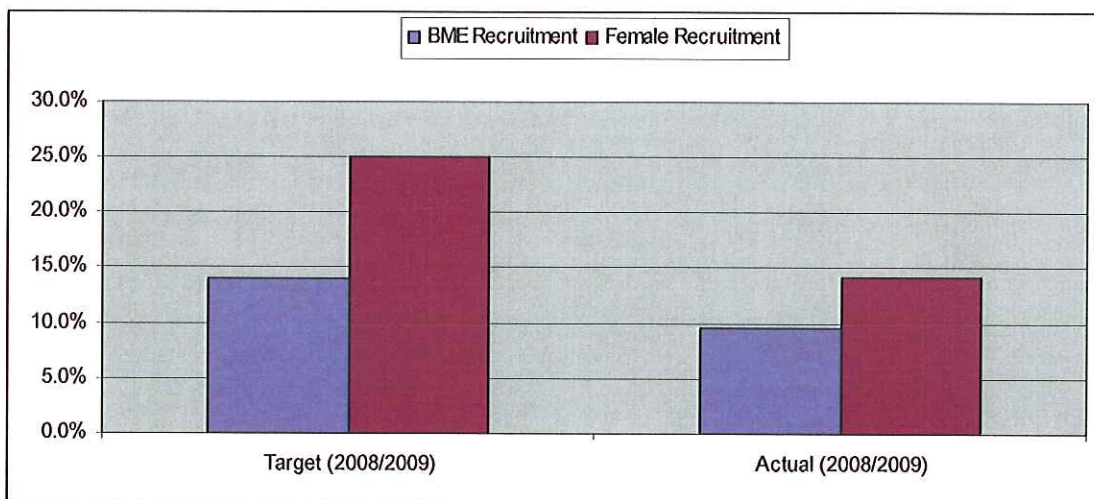
The recruitment of BME officers has improved year-on-year since 2006/7 - from a total of 167 (or 6.0% of the workforce) to 188 (or 6.5% of the workforce). In the most recent Home Office comparison tables, BTP is ranked third out of all police services in achieving an overall representation of BME officers of 6.5%. Performance has been assisted in 2008/9 by targeted recruitment materials, internal recruitment and fast-tracking (including support to internal candidates in preparation for the assessment process which is discussed in more detail in Section 5).
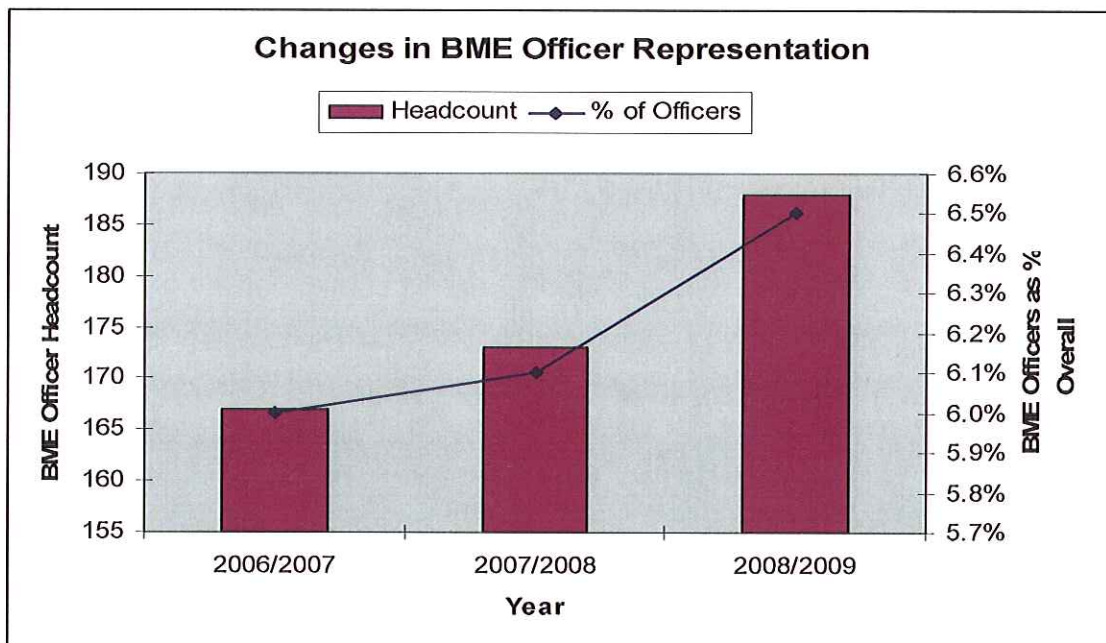
The recruitment of female officers continues to prove challenging, with an aspirational target of 25%. Despite efforts to tailor recruitment advertising (included campaigns based on supermarkets) and using senior women officers as positive role models female recruitment stood at 14.2% of intake.

**BRITISH
TRANSPORT
POLICE**

Changes in Female Officer Representation

Legend: ▬ Headcount ◆ % of Officers

A bar and line chart with Female Officer Headcount (445–475) on the left axis and Female Officers as % Overall (15.2%–16.8%) on the right axis, plotted against Year (2006/2007, 2007/2008, 2008/2009). Headcount bars: 2006/2007 ≈ 470, 2007/2008 ≈ 457, 2008/2009 ≈ 456. The % of Officers line declines from about 16.7% to about 15.8% across the three years.

On a positive note the actual number of female recruits has remained constant at 27 per year over the last three years. Research during 2008/9 year indicates that female applicants do as well as male applicants in the recruitment process; accordingly 2009/10 activity will be focused on generating more applications from female candidates, through, among other things, targeted local campaigns and emphasising the community aspects of policing.

Progression

The BME promotion target was achieved, with 8.1% of officers coming from a BME background. An evaluation of the activities deployed to achieve the target in 2008/9 indicated that coaching for senior officers had been effective and mentoring at Sergeant level had assisted in both encouraging officers from under-represented groups to apply and in helping them prepare for the promotion process.

**BRITISH
TRANSPORT
POLICE**
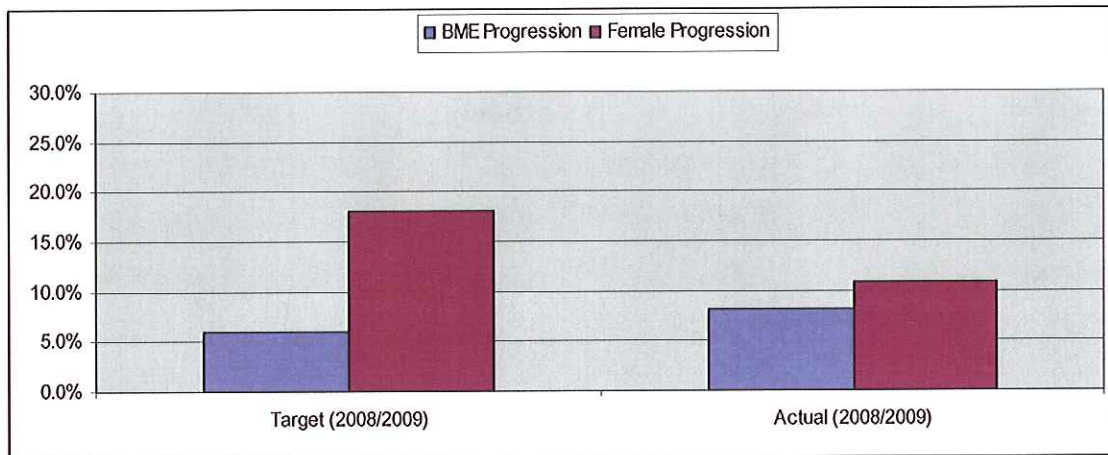
10.8% of officers promoted were women compared to a target of 18%. This target was set in light of an achievement of 27% female promotion in the previous year. Although achievement may have been disappointing in 2008/09, it was more creditable against this realistic target.

Other Monitoring

Although the targets focus on recruitment and progression, more general workforce monitoring and reporting has identified areas of disproportionality (for example, in staff turnover, grievance and discipline). This has facilitated the intelligence based approach to allocating the resources available to address diversity issues. A profile of the existing workforce of police officers and police staff is shown in Appendix 1[3].

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[3] This appendix contains summary tables only. The British Transport Police Authority (specifically the Human Resources and Remuneration Committee) receives more detailed reports on, and an analysis of, HR data. These reports cover recruitment, diversity, staff turnover, progression, sickness absence, together with general information on grievances and employment tribunals.

**BRITISH
TRANSPORT
POLICE**

4   DEVELOPMENTS IN POLICY

In terms of policy 2008/9 has been a year of both consolidation and innovation.

After extensive consultation, the *Single Equality Scheme* was launched in May 2008.

In addition to meeting our statutory obligations under the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005, and Equality Act 2006, it brings together all strands of diversity in employment and the provision of services into a single coherent document. In doing so, it anticipates the widely trailed requirements of the Equality Bill, which is expected to be published later this year.

There is an accompanying action plan to the Equality Scheme. Actions are categorised as *Business As Usual* (those activities and good practices that have previously been implemented but should remain ongoing – 68 items at the year end); and *Implementation and Innovation* (those activities and good practices that are either new or need to be implemented to build on what is already in place - 37 items). Progress has been monitored by the Deputy Chief Constable (DCC), BTP's Diversity Champion, COG and the Police Authority. At an operational level, Area Diversity Action Groups (ADAGs) review, monitor and challenge progress on the action plans. Details of the Scheme are shown at Section 6.

Strategic aims and policy objectives have been translated into Standard Operating Procedures (SOPs). From 2008, all new employment and service provision led SOPs have included an explicit equal opportunities and diversity commitment; have been out for consultation to a broad range of stakeholders (and specifically the support groups) and the most significant have been formally impact assessed. A *Diversity SOP* (HR4.2) was published in December 2008. This SOP sets out BTP's commitment to equality and diversity, ensuring BTP

**BRITISH
TRANSPORT
POLICE**

meets its legal requirements and demonstrating how they will put these legal requirements into practice. Importantly, it makes explicit the roles and responsibilities of managers, officers and staff in creating an environment in which every employee is treated with dignity and respect and in which no one feels disadvantaged, threatened or intimidated because they are different, or perceived to be different.

BRITISH
TRANSPORT
POLICE

5   DEVELOPMENTS IN PRACTICE

Policy only has meaning when translated into changes in practice. Five reviews are underway which either have, or may be anticipated to, change the way things are done. For each there has been a thorough diagnostic, resources allocated and broad consultation – which will lead to evidence based outcomes.

Diversity Action Groups (DAGs) continue as the focal point for diversity matters in BTP. They play a pivotal role in monitoring, responding and, on occasion, leading and promoting diversity in policing and employment. During 2008/9 a review of the functioning of both the force level and Area DAGs was undertaken, which led to initiatives and actions designed to improve participation, build on experiences and lessons learned, and enhance knowledge sharing among DAGs.

An equal pay audit of police staff pay and benefits was conducted on behalf of BTP by independent advisers (The Hay Group) and the results were released to the support groups and trade union during the summer of 2008. Although no consistent patterns of inequality were detected, anomalies were identified and funding allocated to ensure they could be addressed. Consultation and negotiation (with the trade union recognised for a proportion of police staff) was conducted from September 2008 to February 2009. Regrettably the talks were inconclusive but there remains a determination to tackle the underlying problems that have been uncovered. In April 2009 the project team was reformed, re-styled and re-titled as the Engaging Police Staff Project and it will report during 2009/10.

Under the auspices of the APPT, work has been undertaken on internal recruitment and fast tracking, to meet a specific recruitment need and address the relatively poor performance of BME candidates at assessment centres. An

Equality and Diversity

**BRITISH
TRANSPORT
POLICE**

evidence based methodology was followed: diagnosing the problem (relatively low pass rate for BME applicants at assessment centres); developing solutions (familiarisation workshops, varying formats); evaluating solutions (which format and method of delivery was most effective). The outcome, in terms of the improvement in pass rates, was positive and significant[4]. During the year this work was supplemented by briefing for promotion board members and will be revised and updated during 2009/10 following feedback from the SAME conference (mentioned in Section 7).

Two studies have been undertaken on a common theme of how to mainstream diversity. The first was a review of the use of Higher Grade Duties (HGD), which assembled and analysed data on police officer promotion. There were indications of disproportionality in the allocation of HGD, which are being addressed by re-drafting the relevant SOP to increase transparency and a management briefing to ensure equality of access to duties which assist in preparation for promotion. The second study related to Induction, given the opportunity this provides to set and then reinforce the standards of behaviour expected of those joining BTP. A report has been produced which will help refine the existing induction process, ensuring an emphasis on respect for difference and diversity – as well as being technically efficient in preparing employees to be competent and efficient in the role they play in BTPs policing.

As part of the drive to ensure that potential leaders within BTP are able to connect with the needs of young people who have experienced social and economic deprivation, seven employees worked as Development Coaches with the Prince's Trust. Involving a commitment of at least working 20 days over a

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[4] From a population of 80 attending assessment centres, the pass rate for people who were not involved in **any** of the pre assessment activities was 39%. The pass rate for those accessing the materials and attending a workshop was 67%.

**BRITISH
TRANSPORT
POLICE**

three month period, Development Coaches work with young people on motivation; to help them build resilience in the face of despair, and create a positive view of the future. The delivery of policing can be as important as the numerical results achieved. So, developing leaders who can connect with groups in the communities they serve is an important part of reinforcing our commitment to diversity.

A newer theme, initiated during 2008/9 but for completion during the coming year, is a detailed review of procurement policy and practice. Aimed at ensuring supplier commitment to equality and diversity, this will include looking at ways in which this can be specified and monitored. This review is timely, given the anticipated obligations in the forthcoming Equality Bill: in its publicity for the new legislation, the Government has said that 'public sector purchasing power can be put to good use to improve equality'

**BRITISH
TRANSPORT
POLICE**

6   THE BTP EQUALITY SCHEME (2008 – 2011)

BTP launched its single Equality Scheme in May 2008; this scheme provides information on how BTP aim to meet and exceed the duties outlined in the various equalities legislation. The Scheme is also accompanied by two action plans which define in more detail the specific activities that BTP have committed to undertake to ensure equality and diversity is embedded throughout the organisation. The following is an update on the progress of the scheme and the commitments and activities within it.

Legislative Context

The Race Relations (Amendment) Act (2000), the Disability Discrimination Act (2005) and the Equality Act (2007) are the main driving forces behind public authorities producing equality schemes and action plans. They place legal duties on organisations in the areas of race, disability and gender equality and aims to move organisations into a proactive, rather than reactive position, working in advance of issues or situations to:

- Promote equality of opportunity.

- Eliminate unlawful discrimination.

- Eliminate harassment of disabled people that is related to their disability.

- Promote good relations between individuals of different racial groups.

- Promote positive attitudes towards disabled people.

- Encourage participation of disabled people in public life.

- Take steps to meet disabled peoples' needs, even if this requires more favourable treatment.

**BRITISH
TRANSPORT
POLICE**

In addition to this legislation there are other pieces of legislation covering both equalities and employment law that are taken into consideration by BTP when undertaking any work relating to equality and diversity. This legislation serves to form the backbone of the Equality Scheme and any activities that come from it.

BTP Gold Standard

BTP recognises that the differences between the disability, gender and race equality duties can cause additional obstacles to equality of opportunity. With this in mind we are, wherever possible, 'levelling-up' the general duties and also applying them to the age, religion and belief, sexual orientation and transgender strands of diversity. Thereby producing what we have termed a 'Gold Standard for Equality and Diversity'.

We have applied the principle of this Gold Standard across all of its equality and diversity work ensuring that it underpins both the Diversity Strategy and Standard Operating Procedure (SOP). Actively working towards ensuring equality of opportunity for all strands and working towards eliminating all forms of unlawful discrimination, bullying and harassment.

Implementing the Specific Duties

BTP have undertaken the following activities in relation to the implementation of the specific duties:

- Consultation and Involvement: BTP continue to undertake a high level of consultation and involvement in relation to all strands of diversity. Examples of the ways in which BTP carry out their consultation and involvement include:

  o The National Independent Advisory Network and the Pan-London Independent Advisory Group

**BRITISH
TRANSPORT
POLICE**

- o The BTP Employee Support Groups

- o BTP Passenger and Victim Surveys

- o BTP Staff Survey 2007

- o Citizen Groups / Panels

- o Independent benchmarking reports (Stonewall Workplace Equality Index etc.)

- o Additional specific research projects

- Development, Monitoring and Publication of Policies and Procedures: BTP undertakes equality impact assessments for all strands of diversity. The equality impact assessment process is overseen by the Strategic Development Department. The Diversity Unit are involved in the initial screening of all policies; where a policy or procedure is graded as 'high', 'medium' or 'low' in terms of their diversity implications and their relevance in terms of the equality duties. This grading determines the level of impact assessment required and how frequently a policy will need to be reviewed. All BTP policies are monitored for delivery and are reviewed according to the timescales related to their impact assessment rating. All high and medium rated polices are published alongside the impact assessment reports on the internet and intranet. For policies rated as low impact BTP publish a report identifying the reasons behind the classification of this policy and the level of consultation that was undertaken.

- Diversity Monitoring: During 2008/09 BTP introduced an extension to its monitoring data through the self-service element of ORIGIN. BTP employees are now able to update the information held about them on Self Service relating to disability, sexual orientation and religion and/or belief. This information is held confidentially on the system and is used to report

BRITISH TRANSPORT POLICE

trends within the organisation. The data is being reported on for the first time as part of this Diversity Annual Report and will fall under the same levels of scrutiny as data held about age, gender and race.

- Training: BTP continues to deliver two levels of diversity training across the organisation:

  o Level 1: Foundation in Diversity – An introduction to equality and diversity for all new employees to BTP.

  o Level 2: Diversity for First and Middle Managers – This workshop concentrates on the role of a manager in terms of embedding diversity throughout BTP and managing the situations they may encounter along the way.

BTP also continues to work towards ensuring that the theme of diversity runs throughout all of its learning and development activities.

- Equal Pay: BTP has undertaken an equal pay audit of all police staff pay and conditions. Although the review has identified that the pay and benefits structure in BTP is not discriminatory, it did highlight some anomalies along with more general problems with police staff pay, terms and conditions. A project has been formed to address the issues that have been identified.

The BTP Equality Scheme Action Plans

The Equality Scheme is accompanied by two action plans; these action plans outline priority areas in terms of equality and diversity for 2008-2011. The Action Plans have been divided as follows:

- Business as Usual – ongoing actions that have already been implemented within BTP, but that need to remain in place to ensure that equality and diversity is embedded in all that it does.

BRITISH TRANSPORT POLICE

- Innovation and Implementation – actions that relate to specific projects or procedures that will be implemented within BTP to assist in improving the equality and diversity of the organisation.

Each Action Plan is sub-divided in actions that cover the following business delivery areas and have unique reference codes:

- Leadership and Accountability (LA)
- Service Delivery (SD)
- Recruitment, Retention and Progression (RRP)
- Community Engagement (CE)
- Policy and Impact Assessment (PIA)
- Communication and Marketing (CM)
- Procurement (P)

Business as Usual Action Plan Update

There are currently 68 actions on the Business as Usual Action Plan, 15 of these are completed actions from Innovation and Implementation that need to remain ongoing. All actions on this plan remain in place with no deviation from plan over the course of the year.

Innovation and Implementation Action Plan Update

There are currently 37 actions on the Innovation and Implementation Plan, 25 of these are green, eight are amber and four are red. A total of 18 actions from this Plan have been completed during 2008/09 and a further 15 have been transferred to 'Business as Usual'. Key activities that have been undertaken in relation to this Plan over the year include:

- Leadership and Accountability:

  o A single equality scheme and action plan was produced and published in May 2008.

**BRITISH
TRANSPORT
POLICE**

- o A review was undertaken of Area DAGs and their relationship with Force DAG; new Terms of Reference and Agenda have been agreed and implemented.

- o Workshops have been designed to assist Areas in the development of their own Diversity Implementation Plans; these are currently being implemented.

- Service Delivery:

  - o A Custody SOP has been produced and published.

  - o Religious materials have been provided to all custody suites along with guidance around how to store and distribute them.

  - o A new Hate Crime SOP is being developed; this SOP contains a section devoted to internal hate crime and provides a standardised internal process.

  - o Research was undertaken into the need for Hate Crime Liaison Officers for BTP as part of the work being undertaken in relation to vulnerable people.

  - o A Hate Crime workshop has been designed to accompany this module of the CLDP programme.

- Recruitment, Retention and Progression:

  - o Processes were put in place via the ORIGIN Self Service system to allow the organisation to monitor and report on trends relating to disability, sexual orientation and religion / belief.

  - o An audit was undertaken in relation to compliance of the Jobcentre Plus Two Tick Scheme.

BRITISH TRANSPORT POLICE

- A calendar of events has been planned and is being implemented to:

  - Increase understanding of the cultural and religious backgrounds of their colleagues.

  - Raise awareness and understanding of specific disabilities.

  - Increase knowledge and understanding of HR procedures designed to embed equality and diversity.

  - Raise awareness of the role undertaken by employee support groups and the services they offer.

- Community Engagement:

  - Agreements were made with the Quality of Service Unit around increasing the diversity monitoring questions and analysis undertaken in relation to quality of service research.

  - Activities were undertaken to ensure Control Room accessibility for members of the public from the disabled community.

- Procurement

  - Work continues in relation to procurement and supplier diversity with BTP looking to other organisations for examples of best practice and using this to ensure we are ready for the introduction of forthcoming legislation.

Equality Scheme Review

The Diversity Unit plan to undertake a review of the BTP Equality Scheme and Action Plan during 2009, with a revised Scheme and Plan being launched in early 2010.

**BRITISH
TRANSPORT
POLICE**

7   SUPPORT GROUPS AND THEIR WORK

BTP has long funded and encouraged a range of support groups. As described above, six support groups are currently active. They are the AMP, CPA, DESA, LINK, SAME and WSF. Although each is different in structure and management; all aim to provide advice and support to officers and staff from a specific group or community; all adopt good standards of governance and transparency.

SUPPORT GROUP - HEADLINES	
AMP	Ramadan and Eid awareness raising activity (which included an insight into why Muslims fast and the opportunity to view the surroundings of the Mosque).
CPA	The meaning of Christmas around the globe. A workplace Alpha course at FHQ (which provided an opportunity to explore the meaning of life form a Christian perspective, in an informal, relaxed atmosphere).
DESA	Annual conference, with a focus on mental health and dyslexia matters in policing.
LINK	First Contact training. Launch of a newsletter in February 2009 (accessible via the BTP intranet) for LGBT officers and staff as a new way of communicating with LINK members.
SAME	Annual Conference, which this year (20 March 2009) included diagnostic work (feedback and questionnaire) on the future equality and race agenda. Outcomes will shape the priorities of the APPT programme. Community engagement projects and internal initiatives (how to increase BME presence in certain CID roles).
WSF	Women's professional development, principally through BAWP and IAWP and growing female talent through continued networking and informal support. Support day held on 22 September 2008; initial work on a three year strategy for WSF.

Equality and Diversity

BRITISH
TRANSPORT
POLICE

The support group funding methodology changed during the year, prompted by the more general shift in emphasis towards the intelligence based allocation of resources. For 2009/10 support groups have been allocated a budget to cover basic operating costs, with additional funding being made available to support specific initiatives or activities. The extent of direct funding is shown in Appendix 2. The consistent policy drive to mainstream diversity[5] means of course that these direct costs are only a partial measure of BTP's resource commitment to equality and diversity.

SUPPORT GROUPS – KEY FUNCTIONS
▪ **Stakeholders**, representing the interests and perspectives of particular group(s). Able to inform the development and implementation of daily policing and employment policies and procedures. Can provide links to communities and relevant national organisations.
▪ Sources of **expertise and distinctive experiences**, born of their membership of a minority or under-represented group, and as such having the capacity to inform and contribute to policy making and process development.
▪ Sources of **support to individuals** who may wish to seek advice from someone who has a shared experience, common values and belief systems, or similar background.

Each of the support groups in receipt of BTP funding is to prepare an annual report which summarises their activity during the year, together with how they allocated their grant[6]. A copy is available from direct from those groups listed in Section 2 or the Diversity team.

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[5] For typical indicators of mainstreaming, see the 2009 Equality Guide, which gives indicators under six main headings.
[6] A standard template has been issued to encourage simplicity in reporting, while at the same time ensuring that aims and objectives are made explicit, achievements and activities reported, and expenditure declared.

Equality and Diversity

BRITISH
TRANSPORT
POLICE

8   AGENDA FOR 2009/10

Work in mainstreaming diversity and achieving specific targets also involves looking ahead. Challenging but realistic targets have been set for 2009/10; the Single Equality Scheme and Action Plan will be in their second year; and a new raft of law and guidance on good practice will need to be reviewed and implemented – important among these are the imminent Equality Bill[7], the ACPO Draft Equality, Diversity and HR Strategy, and the NPIA Equality Standard for the Police Service (or ESPS). With such a full diversity agenda, support groups will continue to be valued partners in delivering a positive, knowledgeable and well motivated team of police officers and police staff, which are reflective of the communities they serve.

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[7] At the moment it seems that new equalities duties on Police Forces will not be effective until 2011 or later.

**BRITISH
TRANSPORT
POLICE**

APPENDICES

Appendix 1   Workforce Profile

These profiles show the diversity of BTP's workforce at the year end, 31st March 2009. Data is sourced from ORIGIN, the Police Personnel database, an internal HR information system.

For other than age and gender, accuracy depends on self declaration and for the period covered by this report, it is reasonable to assume under-reporting against some dimensions of diversity. The data is indicative only and must therefore be treated with caution. Section 2 of the main report also discusses data limitations.

Abbreviations or short forms used in the tables are those listed in *Policing Abbreviations* on the BTP website.

Equality and Diversity

BRITISH TRANSPORT POLICE

AGE

Sum of Count	Age												
Area / Emp Type	<20	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	80-84	Grand Total
FHQ STAFF		66	131	119	98	99	80	62	36	29	4		724
FHQ POL			16	30	57	78	106	86	26	1			400
FHQ Total		66	147	149	155	177	186	148	62	30	4		1124
LN STAFF		12	19	15	5	6	4	6	11	11	2		91
LN POL		24	72	58	80	73	76	59	6				448
LN Total		36	91	73	85	79	80	65	17	11	2		539
LS STAFF	1	8	9	9	9	8	6	14	8	12	1	1	86
LS POL		13	50	49	73	67	64	50	13	1			380
LS Total	1	21	59	58	82	75	70	64	21	13	1	1	466
LU STAFF	2	30	46	24	28	24	16	17	14	9	1		211
LU POL		39	146	113	98	111	102	55	19	1			684
LU Total	2	69	192	137	126	135	118	72	33	10	1		895
NE STAFF		7	9	6	10	7	5	9	7	2	2		64
NE POL		2	10	14	39	51	46	24	5				191
NE Total		9	19	20	49	58	51	33	12	2	2		255
NW STAFF		2	10	8	10	10	6	3	5	3			57
NW POL		3	21	28	58	66	58	27	7	1			269
NW Total		5	31	36	68	76	64	30	12	4			326
SC STAFF			3	4	3	6	2	6	2				26
SC POL		5	21	33	38	49	55	24	3				228
SC Total		5	24	37	41	55	57	30	5				254
WW STAFF		1	13	9	10	7	12	12	12				76
WW POL		5	27	29	59	59	62	29	15				285
WW Total		6	40	38	69	66	74	41	27				361
Grand Total	3	217	603	548	675	721	700	483	189	70	10	1	4220

Equality and Diversity

BRITISH TRANSPORT POLICE

DISABILITY

Sum of Count		Disability Category									
Area	Emp Type	Cognitive Impairments	Co-ordination, Dexterity or Mobility	Hearing Speech or Visual Impairment	Learning Disabilities	Mental Health	None	Other Physical or Medical Conditions	Prefer not to say	(blank)	Grand Total
FHQ	STAFF		2	2		1	162	11	8	538	724
	POL		1				59	6	2	332	400
FHQ Total			3	2		1	221	17	10	870	1124
LN	STAFF						7	1		83	91
	POL		3	1	4		69	6	12	353	448
LN Total			3	1	4		76	7	12	436	539
LS	STAFF						20	1	2	63	86
	POL		1	1	3	1	51	3	8	312	380
LS Total			1	1	3	1	71	4	10	375	466
LU	STAFF	1			2		22	1	1	184	211
	POL	1	4		5	1	101	7	11	554	684
LU Total		2	4		7	1	123	8	12	738	895
NE	STAFF						10	1		53	64
	POL						31		4	156	191
NE Total							41	1	4	209	255
NW	STAFF			1			7	1	1	47	57
	POL			1	2		43	2	7	214	269
NW Total				2	2		50	3	8	261	326
SC	STAFF						5			21	26
	POL		1		1		37	8	3	178	228
SC Total			1		1		42	8	3	199	254
WW	STAFF						16	1		59	76
	POL				2		37	2	7	237	285
WW Total					2		53	3	7	296	361
Grand Total		2	12	6	19	3	677	51	66	3384	4220

Equality and Diversity

BRITISH TRANSPORT POLICE

ETHNICITY

Area	Emp Type	Asian Or Asian British - Any Other Asian Background	Asian Or Asian British - Bangladeshi	Asian Or Asian British - Indian	Asian Or Asian British - Pakistani	Black Or Black British - African	Black Or Black British - Any Other Black Background	Black Or Black British - Caribbean	Chinese Or Other Ethnic Group - Any Other Ethnic Group	Chinese Or Other Ethnic Group - Chinese	Mixed - Any Other Mixed Background	Mixed - White and Asian	Mixed - White and Black African	Mixed - White and Black Caribbean	White - Not Stated	White	White - Any Other White Background	White - British	White - Irish	Grand Total
FHQ	STAFF	20	8	29	7	14	3	22	4	6	8	2	4	2	61		39	485	10	724
FHQ	POL	1		2	3	2		5			3	4	1	2	10		11	347	9	400
FHQ Total		21	8	31	10	16	3	27	4	6	11	6	5	4	71		50	832	19	1124
LN	STAFF	3	2	9	2	3	1	3			1	2	1		6		5	53	1	91
LN	POL	3	1	10	2	5	1	3			6	4	1	1	8	2	21	371	8	448
LN Total		6	3	19	4	8	1	6			7	6	2	1	14	2	26	424	9	539
LS	STAFF	2		2		1	1	3		1		1		1	1		2	72		86
LS	POL	1	1	4	2	4	2	4	1		1	3	1		12		12	326	5	380
LS Total		3	1	6	2	5	3	7	1	1	1	4	1	1	13		14	398	5	466
LU	STAFF	7	5	9	2	9	4	17	1		2	2		2	10		11	127	3	211
LU	POL	2	3	8	10	7	8	11	5	3	10	6	4	3	21		36	524	23	684
LU Total		9	8	17	12	16	12	28	6	3	12	8	4	5	31		47	651	26	895
NE	STAFF						1								5			58		64
NE	POL	1			1			1			1				4		1	182		191
NE Total		1			1		1	1			1				9		1	240		255
NW	STAFF				1	3				1								51	1	57
NW	POL	1			1			2							3		5	255	1	269
NW Total		2			2	3		2		1					3		5	306	2	326
SC	STAFF												1					25		26
SC	POL	1			1	3		1		1	1			1	4	1	5	218	3	228
SC Total		1			1	3		1		1	1		1	1	5	1	5	243	3	254
WW	STAFF			4				6			1	1		1	8			54	1	76
WW	POL			4	2			3							14		11	248	1	285
WW Total				8	2			9		1	1	1		1	22		12	302	2	361
Grand Total		41	20	81	34	48	20	79	12	11	34	25	13	14	168	3	155	3396	66	4220

Equality and Diversity

BRITISH TRANSPORT POLICE

GENDER

Sum of Count		Gender		
Area	Emp Type	Female	Male	Grand Total
FHQ	STAFF	359	365	724
	POL	44	356	400
FHQ Total		403	721	1124
LN	STAFF	52	39	91
	POL	78	370	448
LN Total		130	409	539
LS	STAFF	52	34	86
	POL	69	311	380
LS Total		121	345	466
LU	STAFF	132	79	211
	POL	110	574	684
LU Total		242	653	895
NE	STAFF	47	17	64
	POL	30	161	191
NE Total		77	178	255
NW	STAFF	37	20	57
	POL	45	224	269
NW Total		82	244	326
SC	STAFF	20	6	26
	POL	35	193	228
SC Total		55	199	254
WW	STAFF	52	24	76
	POL	44	241	285
WW Total		96	265	361
Grand Total		1206	3014	4220

Equality and Diversity

BRITISH TRANSPORT POLICE

SEXUAL ORIENTATION

Area	Emp Type	Bisexual	Gay/Lesbian	Heterosexual	Prefer not to say	(blank)	Grand Total
FHQ	STAFF	2	18	198	12	494	724
	POL		3	58	17	322	400
FHQ Total		2	21	256	29	816	1124
LN	STAFF		1	11	2	77	91
	POL	1	7	86	19	335	448
LN Total		1	8	97	21	412	539
LS	STAFF		1	20	3	62	86
	POL	1	7	60	18	294	380
LS Total		1	8	80	21	356	466
LU	STAFF	2	2	36	4	167	211
	POL	4	21	102	24	533	684
LU Total		6	23	138	28	700	895
NE	STAFF		1	9	1	53	64
	POL	1	2	40	6	142	191
NE Total		1	3	49	7	195	255
NW	STAFF			12	2	43	57
	POL		2	50	7	210	269
NW Total			2	62	9	253	326
SC	STAFF			5		21	26
	POL	1	1	44	7	175	228
SC Total		1	1	49	7	196	254
WW	STAFF		2	15		59	76
	POL		6	40	11	228	285
WW Total			8	55	11	287	361
Grand Total		12	74	786	133	3215	4220

Equality and Diversity

BRITISH TRANSPORT POLICE

Appendix 2   Direct Funding for Diversity and Support Groups

Diversity

Account description	Actual £.p
ADVERTISING- EMPLOYEES	£2,013.91
CAR PARKING FEES	£4.80
CARRIAGE	£21.37
CATERING	£1,721.98
COMMUNICATIONS COSTS	£180.05
CONFERENCE FEES	£4,476.27
EXPENSES	£495.01
HIRE OF CONSULTANTS	£13,836.95
HIRE OF ROOMS (EXTERNAL)	-£741.07
HOTEL ACCOMMODATION	£2,494.61
IT HARDWARE PURCH (NONCAP)	£115.15
IT SOFTWARE PURCH (NONCAP)	£451.80
PHONE COSTS	£599.95
POSTAGE	£0.00
PRINTING	£3,565.00
PROCUREMENT CARD HOLDING A/C	£655.11
PUBLICATIONS PURCHASE	£4,403.35
STATIONERY	£184.15
SUBS TO OUTSIDE BODIES	£21,256.57
TAXIS / BUS FARES	£17.79
TRAIN FARES	£766.90
TRAINING - DIVERSITY	£553.62
TRAINING-STAFF	£454.25
TRAVEL & SUBSISTANCE	-£81.10
Grand Total	£57,446.42

Equality and Diversity

**BRITISH
TRANSPORT
POLICE**

Multi-Faith Budget (AMP & CPA)

Account description	Actual £.p
AIR FARES	£238.00
CATERING	£640.00
PUBLICATIONS PURCHASE	-£60.38
STATIONERY	£80.59
TRAIN FARES	£231.43
Grand Total	£1,129.64

DESA

Account description	Actual £.p
CATERING	£1,318.48
CONFERENCE FEES	£997.58
EXPENSES	£17.60
HIRE OF ROOMS (EXTERNAL)	£1,000.00
HOTEL ACCOMMODATION	£586.17
PROCUREMENT CARD HOLDING A/C	£32.50
PUBLICATIONS PURCHASE	-£60.38
STATIONERY	£680.38
TAXIS / BUS FARES	£16.77
Grand Total	£4,589.10

Equality and Diversity

BRITISH TRANSPORT POLICE

LINK

Account description	Actual £.p
CARRIAGE	£56.10
CATERING	£335.85
CONFERENCE FEES	£1,022.00
EQUIP PURCH - POLICE (NONCAP)	£239.12
EXPENSES	£60.00
HIRE OF ROOMS (EXTERNAL)	£960.00
HOTEL ACCOMMODATION	£483.21
LONG SERVICE AWARD	£329.00
OTHER INCOME: 3RDPARTY	-£962.00
PRINTING	£35.25
PROCUREMENT CARD HOLDING A/C	-£229.70
PUBLICATIONS PURCHASE	£690.00
STATIONERY	£31.69
TRAIN FARES	£565.00
TRAVEL & SUBSISTANCE	£121.70
Grand Total	£3,737.22

**BRITISH
TRANSPORT
POLICE**

SAME

Account description	Actual £.p
AIR FARES	£2,682.10
CATERING	£1,872.76
COMMUNICATIONS COSTS	£359.97
CONFERENCE FEES	£6,238.23
HOTEL ACCOMMODATION	£3,287.76
PHONE COSTS	£803.22
PRINTING	£246.77
PROCUREMENT CARD HOLDING A/C	£1,977.96
SELF DEVELOPMENT - ALL STAFF	-£1,066.15
STATIONERY	£4,396.03
SUBS TO OUTSIDE BODIES	£116.33
TAXIS / BUS FARES	£21.71
TRAIN FARES	£309.79
TRAINING-POLICE	£571.05
TRAINING-STAFF	£1,051.63
TRAVEL & SUBSISTANCE	£26.10
VEHICLE HIRE- NONOPS	£89.59
Grand Total	£22,984.85

WSF

Account description	Actual £.p
AIR FARES	£971.80
CATERING	£257.62
CONFERENCE FEES	£6,247.01
HOTEL ACCOMMODATION	£721.26
PUBLICATIONS PURCHASE	£572.75
PUBLICITY	-£87.50
Grand Total	£8,682.94

Equality and Diversity