BRITISH TRANSPORT POLICE

Embracing Equality, Improving Confidence

Equality, Diversity and Human Rights Annual Report

HR Corporate Advisory Services Team 2011 - 2012

BRITISH TRANSPORT POLICE

Embracing Equality, Improving Confidence

A report from the BTP Engagement and Diversity Team outlining activities, achievements and lessons learned from 2011 - 2012.

September 2012

Executive Summary

2011 – 2012 has seen further changes in the structure of the BTP HR Department, with the brigading of the Engagement and Diversity, Reward, Legal Services and Business Improvement teams. The formation of this new HR Corporate Services unit has assisted in further embedding of Equality, Diversity and Human Rights (EDHR) throughout the HR portfolio.

The HR Corporate Services team have undertaken activities to enhance and streamline the organisations EDHR action planning process. Although, The NPIA Equality Standard remains at the heart of BTPs action plans, a new streamlined approach ensures that activities are aligned with the Strategic Objectives, whilst responsibility is further distributed across the organisation.

2011 – 2012 has seen a lot of emphasis being concentrated on planning for the forthcoming Olympic and Paralympic games. The HR Corporate Services team provided dedicated support to the Olympic Planning Team throughout the year. As well as providing continual advice and guidance, they facilitated negotiations with the Federation and TSSA on specific workforce agreements that will ensure that resources can be maintained at a level that supports operational resilience. These agreements have introduced items such as specific annual leave restrictions and amendments to terms and conditions of employment during the Olympic period.

Following the training of ten employees in Dyslexia Adult Screening Testing (DAST), BTP saw the launch of this service across the organisation in 2011. DAST provides BTP with the ability to carry in-house dyslexia assessments to relevant employees referred by line managers. 2011 – 2012 saw 34 cases being managed by BTP Dyslexic Advisors. This allowed the employees to have their assessments undertaken in a timely manner whilst providing the organisation with efficiency savings.

Further to the successful piloting of the Creativity and Innovation programme on London Underground Area, the decision was made to launch this across the organisation. This programme sees BTP taking a new approach to employee engagement, which involves facilitated employee discussion groups and the development of ideas into practical action plans that are governed by a panel to ensure delivery.

A number of polices and procedures were produced/reviewed during the year. These included the drafting and consultation of a Police Staff Requirement to Work Process and a Redundancy and Redeployment Standard Operating Procedure (SOP). Reviews were undertaken on the Flexible Working and Maternity and Family Friendly SOPs, with revised versions being published and work was started on a new Resolution SOP.

Looking forward, BTP will continue to work towards improvement against the chosen Equality Standard Units that formulate the backbone of the EDHR action plans. The organisation will strive towards ensuring that EDHR activities and initiatives have a positive affect on policing performance and that responsibilities in this area continue to be shared across all BTP employees.

Embedding Equality, Diversity and Human Rights in BTP

British Transport Police (BTP) is committed to providing equality of opportunity to all employees. BTP understands that a suite of strategies and policies, or aims and objectives, alone will not deliver this and that an embedded approach to equality, diversity and human rights (EDHR) is needed. BTP continually looks to improve the structure of its approach to EDHR, ensuring that responsibility for delivery is shared across the organisation.

HR Corporate Services Team

In order to standardise the approach to managing change and providing support to the business the Engagement and Diversity Team was brigaded into Corporate HR in October 2011. This allowed the knowledge and skills of the team to influence all change management and engagement activities, at a time when there were significant changes, such as the Winsor review.

The Corporate HR Team is BTP's advisory function for Reward, Engagement, Diversity and Legal Services, including EDHR within a HR perspective. The team has responsibility for ensuring that BTP meets both its legal duties and its organisational objectives and priorities through the implementation and delivery of a variety of projects and initiatives.

Working in partnership with other BTP departments, the team looks to address issues of disproportionality and identify potential areas for improvement. Maintaining a network of internal and external contacts they monitor the diversity and policing sectors for examples of best practice and initiatives that will assist BTP.

Equality, Diversity and Human Rights Action Plans

The BTP EDHR Action Plans were created in early 2010 as part of the organisation's response to the Association of Chief Police Officers (ACPO), Association of Police Authorities (APA) and Home Office EDHR Strategy and the National Police Improvement Agency (NPIA) Equality Standard for the Police Service. BTP embraced the introduction of the Strategy and the Standard using them to inform the development of a new action planning process focusing delivery on the 22 standards.

In 2011 – 2012 BTP undertook activities to streamline the EDHR action plans, to ensure they had maximum affect on operational delivery. These activities resulted in BTP concentrating on eight key units of the Standard; those units that were most closely aligned to the organisations strategic objectives and policing plan targets. The new focus was designed to enhance the embedding process and transfer the responsibility and accountability surrounding EDHR delivery across the organisation, ensuring that EDHR success is linked to improved policing performance.

Achievements from 2011 - 2012

2011 – 2012 has seen BTP take further steps forward in its journey towards streamlining EDHR Action Plans and providing coaching to Areas/Departments in order to utilise EDHR activities to improve policing performance. This years achievements have concentrated on continuing to build and improve policies, processes and support structures that support a change in the organisational culture as well as supporting the business in taking ownership of roles and responsibilities relating to EDHR.

BTP Organisational Objectives

BTP's Policing Plan sets out the key priorities for the forthcoming year. The plan takes into account the needs of the railway community, whilst ensuring that BTP's national priorities remain the focus of all activities.

Representation

In March 2012:

- 196 of the 2865 total BTP Officers (6.8%) declared that they were from a BME background.
- 457 of the 2865 total BTP Officers (16.0%) were female.

When comparing BTP figures to representation levels for the Police service as a whole[1], it has been identified that BTP BME representation levels are third highest at 7.4% (of officers available for duty). This is 2.4% above the police service Home Office average. The police services sitting above BTP are West Midlands (8.3%) and the Metropolitan Police Service (10.1%).

In relation to female representation, BTP sits at the bottom of the league table, in terms of officers available for duty. BTP figures are 11.1% below the police service and Home Office average (26.8%).

Sickness

BTP had the following sickness targets for 2011 – 2012:

- Average sickness absence per employee (police officer/PCSO/police staff) to be less than 7.70 days at 31 March 2012.

BTP achieved the overall workforce sickness target with 7.39 sickness days per employee. However, when this figure is broken down by employee type, PCSO's were the only group to fail the target at 10.99 days per person. Police officers and Police Staff had 7.16 and 7.07 days per person, respectively.

[1] Using league table figures published by the Home Office in July 2012, based on the numbers of officers available for duty.

EDHR Action Plans

During 2011 – 2012 analysis was undertaken by BTP to identify which of the 22 Equality Standards could be used most effectively in the achievement of the BTP Strategic Plan Objectives. This resulted in eight Standards being chosen as the key focus of the BTP Strategic EDHR Action Plan. This included six Operational Delivery units, one People and Culture and one Organisational Development.

Following the establishment of the priority units activities were undertaken to streamline both the strategic and tactical action plans. This work involved the refining of the focus of the existing plans to ensure that they are linked to activities that will assist in the achievement of the BTP Strategic/Policing Plan Targets. A number of activities were undertaken as part of the streamlining process; these included the publication guidance information, delivery of action planning workshops/briefings and the sharing of lessons learned/best practice.

This approach to EDHR activity allowed BTP to move forward in terms of embedding activities and responsibility throughout the whole organisation.

Performance Monitoring and Benchmarking

Monitoring EDHR performance and understanding how this compares to other business sectors is a critical factor in the success of BTP's EDHR activities. BTP continually works towards ensuring that it has the correct EDHR monitoring and governance processes in place and that these facilitate the inclusion of legislative changes, lessons learned and examples of best practice. BTP also welcomes the opportunity to undertake activities that allow the organisation to assess EDHR progress against other organisations.

EDHR Monitoring and Governance Processes

BTP has taken time during 2011 – 2012 to review its monitoring and governance processes surrounding the EDHR action plans. It was noted that the existing structure needed to be revised in order to compliment to new streamlined approach to EDHR action planning. Consultation was undertaken with internal/external stakeholders, as well as representatives from the policing and EDHR arenas. It was identified that BTP process needed to concentrate more on evaluation of activities and the sharing of lessons learned/best practice.

Previously, Force and Area Diversity Action Groups (DAG) had provided the main source of monitoring and governance for EDHR activities in BTP. This was recently enhanced by a strengthened involvement of the BTP Authority, in relation to Area delivery against the tactical action plans. This has allowed BTP to critically evaluate the DAG meeting process and look at what other existing/new mechanisms could be adopted to improve monitoring/governance, whilst enhancing the embedding of EDHR into business as usual.

It is anticipated that a revised monitoring and governance structure will be launched at the end of 2012.

Stonewall Workplace Equality Index

For the third year in a row BTP were recognised as a "star performing network" in the Stonewall Workplace Equality Index (WEI). BTP were placed 25th in top 100 employers during 2011-2012, a move up of 10 places compared to 2010-2011. The Stonewall WEI is highly accredited benchmarking tool which allows organisations to assess how well they are doing in terms of equality of opportunity for the lesbian, gay and bisexual communities across a range of business areas and processes. BTP is proud of its progress and is using feedback from the WEI to inform organisational EDHR planning and objectives for 2012-2013.

Employee Engagement

BTP understands that quality employee engagement is a key indicator to successful implementation of EDHR initiatives. This is based upon the belief that in order to identify and embed effective solutions to EDHR issues, an evidence based problem solving approach needs to be adopted. The organisation needs to understand the true nature of problems in order to be able to effectively design and evaluate solutions. BTP believes that employee engagement is a crucial factor in understanding the needs and issues faced by the organisation and the people it employs.

Staff Association / Trade Union Negotiation

Engagement with BTP staff association/trade union machinery of negotiation was critical during 2011 – 2012, particularly with the ongoing planning of the Olympic and Paralympic games operations and the implementation of Winsor Part 1. Some of the activities that have been undertaken include:

- The introduction of agreements with both the Federation and the TSSA that ensure BTP operational resilience during the Olympic/Paralympics operations and throughout 2012.
- Negotiation and agreement with TSSA for the development and introduction of processes surrounding making requirements of Police Staff to work additional hours/days as a result of exigencies of service.
- Negotiation and agreement with the Federation for the introduction of changes to Officers' terms and conditions arising from the Winsor Review.
- Consultation with TSSA on proposals to introduce a compulsory retirement age for PCSOs and Dedicated Detention Officers (DDOs).
- Continued consultation with both TSSA and Federation on organisational change projects.

Creativity and Innovation

BTP has piloted this new approach to employee engagement on its London Underground Area. Creativity and Innovation is based on the recognition that historically, the Police Service has not maximised the opportunity to gather evidence for creative problem solving from within its workforce. Decisions often originate from the management team and are filtered down through the ranks in a hierarchical approach. The Creativity and Innovation process which is grounded in the theory that some of the best ideas within an organisation come from within the team itself, has been introduced by BTP as a way of challenging these traditional approaches.

Creativity and innovation involves the facilitation of employee engagement activities, in a way that allows them to focus on the production of practical solutions to key topics that can be implemented effectively within the organisation. Ideas are developed into action plans for implementation with a governance panel to ensure momentum is maintained.

The pilot scheme has been a huge success and plans are in place to roll-out this approach across the organisation.

Policies and Procedures

BTP understands that having a suite of inclusive policies and procedures is not enough alone to embed EDHR throughout the organisation. The practical application and continual review of policies and procedures is equally important in realising the organisations aims and objectives. BTP takes policy and procedural compliance seriously and seeks to ensure that organisational commitments are delivered in practice and represent the needs of all employee groups. They also have processes in place to ensure the continued review of both the internal and external impacts of policies and procedures.

Engaging Police Staff

Further windows have been opened to encourage staff to move across to the EPS contract and to date more than 95% of staff have done so. We continue to inform those that remain on PSG contracts particularly of the improvements they would benefit from by embracing EPS.

Procurement and Supplier Diversity

The Engagement and Diversity team worked with the Procurement Team and specialists in contract law to devise a Pre-Qualifying Questionnaire and evaluation process for existing and prospective suppliers of goods and services. The process calls for evidence to ensure that BTP does not trade with organisations who do not uphold ethical and lawful standards in the provision of goods and services; this includes the traceability of raw materials and the use of sub-contracted work. Suppliers are asked to demonstrate their compliance with the Equality Act 2010 and best practice codes of commercial behaviour. It was published in 2011 and is now in use.

Compulsory Retirement Age

Following the abolishment of the Default Retirement Age, BTP undertook a review of all police staff roles, with a view to identify those for which it may be beneficial to implement a compulsory retirement age. Consultation was undertaken with the union on this topic and research with the BTP Wellbeing Team. Following this a decision was made by BTP not to introduce a compulsory retirement age for any of its police staff roles.

Police Officer Recruitment

BTP decided to take a step away from the NPIA Police Officer assessment process and design an in-house police officer recruitment process. BTP commissioned Shires to assist them with this process, providing them with a specific aim of ensuring that every effort had been made to ensure that unconscious bias could not affect the recruitment process and that all candidates had an equitable opportunity to succeed. The new process, which assesses candidates against the Police Performance Framework, saw a team of employees receiving comprehensive training and testing before they could be involved in any assessments.

The new process has been a huge success and has now been adapted to be utilised in the recruitment of officers into a number of specialist posts, including firearms officers and dog handlers.

Resolution Procedures

The BTP Grievance Resolution Standing Operating Procedure (SOP) was reviewed and the amended documents were distributed for consultation. Comprehensive feedback was received and as a result recommendations were put forward to the HR Senior Management Team for the production of a revised process.

Redundancy and Redeployment

A procedure was drafted about the redundancy and redeployment of police staff, taking into consideration the three different contracts. It aimed to ensure a fair and standardised process that could be applied across BTP and would support the implementation of change programmes. Consultation was undertaken on the process with BTP and BTPA representatives. The document is awaiting approval and it is anticipated that it will be launched in late 2012.

Flexible Working

A review was undertaken of the BTP flexible working SOP, this was a result of feedback from HR Business Partners in relation to the application of the policy. Internal consultation was undertaken and a revised process was published that was aimed to be more user friendly and support both employees and the business.

Maternity and Family Friendly

Following the changes to maternity and paternity leave that were introduced through the Work and Families Act, work was undertaken by BTP to develop a process that integrated this legal entitlement into its existing Maternity and Family Friendly procedures. A process was designed that aimed to allow employees easy access to this new right, whilst ensuring that the organisation remained in a situation where it could fulfil its operational requirements.

Winsor Part 1

Winsor Part 1 introduced a number of changes to Police Regulations relating to the remuneration of police officers. BTP negotiated the implementation of all of the agreed recommendations, applicable to the organisation.

Police Staff Requirement to Work

Following the public disorder that took place in the summer of 2011, it was identified that there were occasions when BTP may need to exercise its contractual right to require police staff members to work additional hours/days, as a result of exigencies of service/operational demand. It was anticipated that this may be particularly prevalent in the summer of 2012, with the number of high level public events that would be taking place including the Olympic and Paralympics games.

As a result of concerns that were raised by TSSA on the use of this contractual term, BTP drafted a process and guidance documents for employees and managers in relation to this subject. These documents aimed to provide employees with an understanding of their contractual terms, rights and entitlements, whilst encouraging managers to exhaust all other options before making a requirement and providing them with the tools to be able to review a requirement based on an employee's specific circumstances.

Olympic/Paralympics Operations

Dedicated HR support was provided to the Olympic/Paralympics planning team throughout the year, to ensure specific processes and guidance were in place to support the operational delivery. Examples of some of the activities undertaken include:

- Workforce Agreements: drafting and negotiation of workforce agreements for staff and officers that implemented amendments to terms and conditions in order to support operational delivery. Amendments include items such as annual leave restrictions, extensions of entitlements to paid overtime, paid meal breaks etc.
- Working Time Directive: drafting of guidance on the working time directive and considerations that need to be made when planning Olympic/Paralympics rosters
- Equality Impact Assessment (EIA): ongoing support on the production of the project's EIA and the development of mitigating activity to help eliminate any risk of bias.

Equality Analysis

BTP continued its work in relation to the review and development of a new BTP Equality Impact Assessment/Equality Analysis (EA) process. A key user group was identified, with members from various force headquarters functions. A draft process was tested, but evaluation showed that work still needed to be undertaken to simplify the process and ensure that it can both be rolled out across the organisation and embedded into business as usual. It is anticipated that a revised process will be ready for testing in late 2012.

Learning and Development

BTP understands that having an effective programme of learning and development courses running in parallel with its EDHR initiatives can be a key factor in the success of meeting its EDHR aims and objectives. BTP aims to have in place a programme that not only raises awareness but builds on existing knowledge and organisational practices, allowing employees to understand and gain skills regarding their role in embedding EDHR and the facilitation of organisational change.

Dyslexia Adult Screening Testing

The Dyslexia Adult Screening Testing (DAST) assessments are in-house dyslexia assessments that BTP now offer to employees who are referred to Occupational Health who is concerned that they may have dyslexia.

There are currently eight trained Dyslexia Advisors across the Force who case manage dyslexia cases by carrying out a dyslexia assessment in three stages. The process includes identifying the issue the employee is experiencing and whether it is impacting on their performance, finding out whether the employee has ever been formally assessed, carrying out a checklist for Dyslexia and carrying out the Dyslexia Adult Screening test, including an interview. The DAST consists of 10 tests and the employee is given an 'At Risk' Score for dyslexia and a dyslexia profile detailing their strengths and weaknesses. A report with recommendations is then written with proposed reasonable adjustments for the work / training environment. The Advisor's role is also to provide advice to managers and to offer dyslexia coaching to employees, if appropriate.

The DAST is a 30 minute screening test which samples a wide range of skills which have been implicated in dyslexia in a battery of 11 short tests. Unlike most psychological tests, the DAST was designed for use by employment professionals, or trainers, rather than qualified psychologists.

Since April 2011, 34 Interventions have been carried out by the Dyslexic Advisors. Where previously each one of these could have potentially been sent for external screening this would have attracted a cost to BTP in the region of £17,000. Out of the 34 interventions and screenings only 2 members of staff have required external referral attracting the external cost.

Managing Disability in the Workplace (MDW) SOP Training

The HR Corporate Services Advisory Team designed and implemented a training programme relating to the MDW SOP, to the Recruitment Team at the HR Business Centre. These workshops concentrated on facilitating knowledge and understanding of the roles and responsibilities of recruitment employees groups.

Diversity Staff Support Associations Training

BTP continued to support the ongoing learning and development needs of the organisation's Diversity Staff Support Associations (DSSAs). The Learning and Development Department continued to co-ordinate a programme of learning initiatives with attendance open to all DSSA committee members and Area representatives.

In addition to this, the HR Corporate Services Team implemented a specific development programme for the SAME committee. This programme was designed to support them in the transition period and in planning for continuity of service following the removal of funding for a dedicated full-time post. The programmes included a number of interventions designed to up-skill committee members and support the transferral of responsibilities and activities more widely amongst the group.

Positive Action

BTP strives to have a workforce that is fully representative of the society it serves at all levels of the organisation. BTP understands the positive impact that diversity within its employee profile will bring to service delivery and is undertaking a range of positive action activities to help in achieving this aim. BTP anticipates that through the delivery of evidence based positive action approach that it can change the shape of the organisation and that this will result in better services to the travelling public.

Positive Action Duty

BTP undertook research into the introduction of the new positive action duty, in relation to whether it could be effectively used within the organisations recruitment/promotion processes. Research was undertaken in conjunction with the Recruitment Team, looking at where it could be applied, what the impact would have been of application and how the duty was being utilised

across the wider police service. A paper with recommendations was submitted to HR Senior Management Team at the end of February 2012.

Authorised Firearms Officer Familiarisation Events

HR Corporate Services contributed to a series of familiarisation events in relation to recruitment for the new firearms capability. They designed and delivered workshops that coached officers through the application and interview elements of the selection process.

Internal Police Officer Recruitment

BTP ran a recruitment campaign for police officers that was exclusively available to internal applicants. As part of this campaign coaching workshops were designed and delivered that aimed to assist employees with application process and increase candidate success. The internal campaign had an overall pass rate of 22.7%, with 39 existing employees successfully securing a place on the Police Officer training programme.

Step - Up

BTP continued to run its Step-Up programme, this force wide initiative aims to support individual employee development. The Step-Up programme is bespoke to BTP and is geared towards all officers and staff who are looking to progress and gain their first supervisory roles within BTP.

Employees who attend the programme are primarily able to enhance their personal and professional development, and expand their knowledge and skills. The programme comprises of a number of different learning experiences and is tailored to the individual's needs. Each Step-Up delegate is provided with coaching on a one to one basis in support of the programme.

Diversity Staff Support Associations

BTP recognises the importance of working closely with Diversity Staff Support Associations (DSSAs), this approach allows the combining of specialist knowledge when identify EDHR issues or possible solutions. This approach ensures that policies and procedures are inclusive and the needs of all employees are given due consideration.

Association of Muslim Police (AMP)

AMP was established to help raise the awareness and profile of Islamic issues across the organisation. AMP aims to provide BTP with opportunities to embrace and promote faith issues, ensuring that they are seen as an integral part of the diversity strategy.

Message from the Chair
Saeid Rasool, Temporary Detective Sergeant on LU Area Crime Unit.

'AMP will continue to provide support and advice to it's members and the Force as a whole. Externally, the aim is to improve on community relations so that they have an increase in confidence with Policing. AMP also looks to establish link in the community. AMP is always looking for volunteers to assist in delivering support to its members as well as providing advice to deliver best practice for BTP'

Activities and Achievements for 2011 – 2012

- AMP has continued to provide confidential advice and support to its members. This has included representation at meetings with HR in relation to change in staff grading
- AMP has provided guidance to the various departments of the Force including PSD (Professional Standards department). SOPs have also been reviewed, as well as participation at the Stop and Search strategy group meetings, where cultural and community issues are discussed.
- Developed links with faith schools to promote confidence in the Police.

Objectives for 2012 – 2013
We will continue to provide support to our members and advise the Force on issues on policing and the Islamic faith.

We intend to assist in community engagement to promote positive relationships between the Police and the communities we serve, which will also assist in removing stereotypes. .

Disability Equality Support Association (DESA)

DESA offers advice and support on disability issues. They offer specific services to all BTP employees who are disabled, who experience a condition that impacts on their ability to carry out day-to-day activities or who care for disabled dependants.

Message from the Chair

'DESA has had another challenging year but one which has brought several valuable lessons. We have continued to provide advice and guidance to the organisation and its employees about disability equality issues. We have also been heavily involved in the rebirth of a new national support group, which we hope will help to pave the way forward for disabled police service employees.'

Activities and Achievements for 2011 – 2012

- Providing guidance to BTP employees and managers on specific cases relating to disability equality
- Supplying the DESA hotline (now in its 6th year) as a confidential avenue of support for increasing numbers of BTP employees with issues relating to a condition or impairment
- DESA has continuously promoted greater knowledge of disability equality issues across BTP through the provision of awareness raising presentation and consultation on BTP policies and procedures
- Supporting BTP in a project relating to Hate Crime
- Contributing to the re-establishment of a national Disabled Police Association.

Objectives for 2012 – 2013

During 2011 – 2012 DESA intends to maintain and enhance the DESA hotline, increasing employee awareness of this avenue of confidential advice and guidance.

DESA will continue to represent the needs and issues faced by disabled employees, and employees with caring responsibilities in relation to policies, procedures and BTP projects. They will also continue to try to raise general awareness within BTP in respect of disability equality, duties under the Equality Act 2010, and Reasonable Adjustments.

LINK (Lesbian, Gay, Bisexual and Transgender (LGBT) Employee Support Network)

LINK supports its members by raising awareness of LGBT issues, contributing to the development of policies and providing advice and guidance on LGBT issues relating to policing objectives.

Message from the Co-Chair
Lorna McEwan, Operations Inspector North West Area, who Co-Chairs with Richard Chapman-Harris Regional trainer for LU Area Training Unit-

Having supported LINK through my role as Area Representative for the NW I am keen to build on good practice and expand into supporting the wider LINK committee and across BTP. We have a challenging year ahead and I am proud to be part of it.

Activities and Achievements for 2011 – 2012

- LINK developed and delivered training and guidance to NPT's throughout the force in time for the 2012 Pride season
- Hosted LGBT Railway Forums throughout the year, getting key railway stakeholders together to look at diversity policies as well as what LGBT support is available to staff – this created good practice and a network of interested parties
- Development of a 'Straight Allies' campaign to highlight National Coming Out Day 2012
- Strategic plan key objectives met in respect of engaging all colleagues as 'Straight allies', providing training to NPT's, and the establishment of links with Train Operating Companies and other LGBT railway networks.
- LINK continues to raise awareness of LGBT issues across BTP and held its annual LGBT History Month Quiz in Scotland, raising in excess of £1000 for LGBT Youth Scotland.
- Engagement with the trans community – specifically within the North West area and the National Trans Police Association

Awards
LINK was again awarded Star Performing Network status in the 2012 Stonewall Workforce Equality Index for their continued high performance.

LINK supported the organisation with the Workplace Equality Submission for Stonewall which resulted in BTP moving up to 25th in the rankings.

Objectives for 2012 – 2013
2012 – 2013 plans will focus on internal/external support to increase mutual cooperation in helping BTP meet its policing plan objectives.

LINK has six key objectives as outlined in the Strategic Plan. LINK will work with areas to raise BTP's visibility to the LGBT community at local Pride events.

SAME (Support Association for Minority Ethnic staff)

SAME seeks to improve the working environment for all employees from BME backgrounds. It aims to establish and maintain good relations between BTP and BME communities, both internally and externally, with a view to enhancing quality of service. SAME also seeks to raise awareness of issues relating to race and diversity both within the working environment and the travelling public.

Message from the Chair
Anton Hunte, a Police Sergeant on L Area, became Chair in 2011.

'SAME has gone be going through an extremely challenging period over the past 12 months having lost valuable support with the removal of its full time co-ordinator in August 2011. We are determined to continue to provide a high level of service for our members who continue to raise serious issues that necessitate in-depth support. The SAME committee will continue to assist BTP with regard to BME issues, in particular those directly linked to recruitment, retention and progression.

Activities and Achievements for 2011 – 2012

- Assisted with targeted Special Constable recruitment events
- In conjunction with BTP carried out a number of community engagement events in order to raise the profile of BTP and highlight the work it carries out
- Consulted on SOP development
- Provided invaluable support to our members on grievances and disciplinary issues
- Supported various FHQ departments with regard to ongoing projects relating to BME progression.

Objectives for 2012 – 2013
In 2012 – 2013 SAME will continue to build on our achievements from the previous year, whilst also focusing on new objectives which will include liaising with BTP in relation to suggested changes to the police officer recruitment process regarding pre-entry qualification requirements and seeking to address the underlying issues raised in the research report by the University of Manchester (Disproportionality In Police Professional Standards). We are also looking forward to holding our long awaited conference in March 2013.

BTP Equality Objectives

British Transport Police (BTP) is committed to embedding equality, diversity and human rights responsibilities throughout the organisation; aligning activities to operational objectives/targets and ensuring they assist us in meeting our business needs/demands.

Objectives for 2012 – 2016

In 2009 the National Police Improvement Agency (NPIA) launched the Equality Standard for the Police Service. BTP embraced the introduction of this framework and used it to set the aims and objectives and analyse performance in relation to EDHR. In order to ensure continuity of achievement in relation to this, the organisation has to utilise this framework to set the 2012 – 2016 Equality Objectives.

BTP has chosen to work towards improving performance against selected units of the NPIA Equality Standard. BTP's overall objective is to improve performance on eight Equality Standard units; the units that have been aligned to the BTP Strategic Objectives and Policing Plan priorities.

The units are divided into 3 distinct strategic themes:

- Operational Delivery
- People and Culture
- Organisational Processes

Operational Delivery

The Equality Standard units chosen in this section aim to assist BTP in meeting its strategic objectives in relation to operational delivery, they are outlined in the table below.

Strategic Plan Objective	Equality Standard Unit
Objective 1: Helping to keep the railway transport systems running.	Unit 1: Knowing about individuals and communities to support delivery according to need.
	Unit 10: Engaging effectively with children and young.
Objective 2: Helping to make the railway safer and more secure.	Unit 5: Identifying factors for vulnerability.
	Unit 9 Understanding impacts of terrorism and domestic extremism on diverse individuals and communities.
Objective 4: Promoting confidence in the use of the railway.	Unit 3: Understanding impacts of diversity on satisfaction levels.

People and Culture

The Equality Standard unit chosen, below, has been selected to assist BTP in both employing a diverse workforce and in supporting existing employees by providing a positive working environment.

Strategic Plan Objective	Equality Standard Unit
Objective 3: Deliver value for money through continuous improvement.	Unit 14: Retaining under-represented groups in the workforce.

Organisational Processes

The Equality Standard unit chosen below will assist BTP in ensuring that it's national policies and processes remain aligned to and supportive of its EDHR objectives.

Strategic Plan Objective	Equality Standard Unit
Objective 3: Deliver value for money through continuous improvement.	Unit 19: Identifying and evaluating equality activity across the organisation and its services.

Appendix A: Diversity Monitoring Report

A report from the BTP Engagement and Diversity Team outlining workforce monitoring and profile data from 2011 – 2012.

September 2012

Notes on the Data

Background Demographics
Unless otherwise noted, background population is based on 2007 Labour Market monitoring statistics.

Data Sources
Unless otherwise noted, all data has been sourced from the BTP HR ORIGIN Resource Management System. All data is for the 2011 – 2012 year.

Diversity Data
All diversity data in BTP is held confidentially.

- Information in respect of age and gender is held for all employees.
- Ethnicity, sexual orientation and disability data is self-identified by individual employees. Where a self-identification has been made this data will be held. It is captured for new and for existing employees.
- The capture of diversity data in respect of religion, for existing employees, has not yet been fully implemented.

Data Gaps
Data gaps 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 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 analysis.

Employee Profile

BTP recognises the importance of having a representative workforce and that this representation needs to be present at all levels of the organisation. This section of the report looks at the profile of BTP employees across all employee types (officer, staff, PCSO and Special Constable) and management structures.

National Employee Profile

The following is an overview of the BTP employee population according to the monitored diversity strands. This information is in tabulated format, with population data for comparison and commentary about what this tells us about BTP.

Employee Profile by Age

Age	Police Officers %	Special Constables %	Police Staff %	PCSOs %	Workforce Total	Population[2] (Britain)
<30	12.3	50.6	23.1	49.7	19.9	**27.4%**
30-44	47.8	34.3	39.2	31.7	43.5	**35.3%**
45-59	39.4	14.7	30.9	18.0	34.2	**29.6%**
>60	0.6	0.4	6.7	0.6	2.4	**7.7%**

- Police officers have lower representation of those under 30 (12.3%) compared to population trends (27.4%), whereas Special Constables (50.6%) and PCSOs (49.7%) both have higher levels.
- All employee groups have lower levels of those over 60 compared to the population. The low rates for police officers and Special Constables could be attributed to the compulsory retirement ages applied to these roles. It is fair to say that these retirement ages will mean that it is unlikely that BTP will be able to have representative workforce in these categories.
- PCSOs were introduced into BTP in December 2004, their statistical workforce profile is therefore relatively immature.

[2] Population data estimates based on 2007 Labour Market Statistics

Employee Profile by Disability

Disability	Police Officers %	Special Constables %	Police Staff %	PCSOs %	Workforce Total	Population[3] (Britain)
Disability	**4.5**	**3.6**	**4.9**	**6.2**	**4.7**	**19%**
No Disability	**24.8**	**29.9**	**35.7**	**29.8**	**28.6**	**81%**
Prefer Not to Say	**2.8**	**1.2**	**1.7**	**0.6**	**2.2**	
Not Stated	**69.0**	**65.3**	**57.7**	**63.4**	**64.5**	

- Although, there continue to be high levels of non-declaration for this self-service category, declaration levels have increased year on year since BTP first started capturing this data.
- All employee groups show under-representation for disability in comparison to population data. Although BTP wishes to increase the number of employees with disabilities, the organisation is aware that the nature of the roles of police officers, Special Constables and PCSOs precludes those who cannot meet minimum operational fitness requirements from being employed. This factor may have a disproportionate impact on the disabled community and mean that BTP will be unable to recruit a fully representative workforce.

Employee Profile by Ethnicity

Ethnicity	Police Officers %	Special Constables %	Police Staff %	PCSOs %	Workforce Total	Population[4] (Britain)
White	89.3	82.1	75.1	73.8	83.7	**93.2%**
Mixed	2.0	1.6	2.6	3.0	2.2	**0.8%**
Asian	2.5	4.8	9.1	7.6	4.9	**3.4%**
Black	2.1	4.4	5.6	4.9	3.4	**1.8%**
Other	0.4	0.8	0.9	0.6	0.6	**0.8%**
Not Stated	3.9	6.4	6.7	10.1	5.3	
BME Total	6.8	11.6	18.2	16.2	11.1	**6.8%**

- PCSOs and police staff show the highest level of BME employees (18.2% and 16.2%) followed by Special Constables (11.6%) and police officers (6.8%). All employee groups have levels equal or higher than the general population (6.8%).
- PCSO show the highest levels of 'Not Stated' (10.1%), with Special Constables and Police Staff both having levels above 6%.
- Within police officers there is lower representation for the Asian (2.5%) and Other (0.4%) groups compared to general population levels (3.4% and 0.8% respectively).

[3] Population data estimates provided by the Employers Forum on Disability.
[4] Population data estimates based on 2007 Labour Market Statistics.

Employee Profile by Gender

Gender	Police Officers %	Special Constables %	Police Staff %	PCSOs %	Workforce Total	Population[5] (Britain)
Male	84.1	87.6	48.0	75.6	73.0	**49%**
Female	15.9	12.4	52.0	24.4	27.0	**51%**

- Police officers (15.9%), Special Constables (12.4%) and PCSOs (24.4%) are all under-represented for Female in comparison with the population (51%), with Special Constables showing the lowest level. However, the overall workforce levels remain the same as they were in 2010 – 2011.

Employee Profile by Sexual Orientation

Sexual Orientation	Police Officers %	Special Constables %	Police Staff %	PCSOs %	Workforce Total	Population [6] (Britain)
Bisexual	0.5	1.2	0.4	2.1	0.6	
Gay / Lesbian	2.3	5.6	2.8	1.8	2.6	**6%**
Heterosexual	27.0	26.6	39.1	29.2	30.8	**94%**
Prefer Not to Say	6.0	2.8	3.7	4.6	5.1	
Not Stated	64.0	63.9	53.9	62.3	60.9	

- Although, there continues to be high levels of non-declaration in this category there has been an increase in declarations year on year since monitoring was first introduced. In 2008 – 2009 76.2% of employees did not complete this section of self service; in 2011 – 2012 this dropped to 60.9% of employees. The increase in declarations suggests that employees are becoming increasingly more comfortable with the sharing of this data and more trusting of the organisation in how it will use it.
- The level of Special Contables who have declared themselves as Bisexual or Gay/Lesbian (6.8%) is higher than the population level (6%).

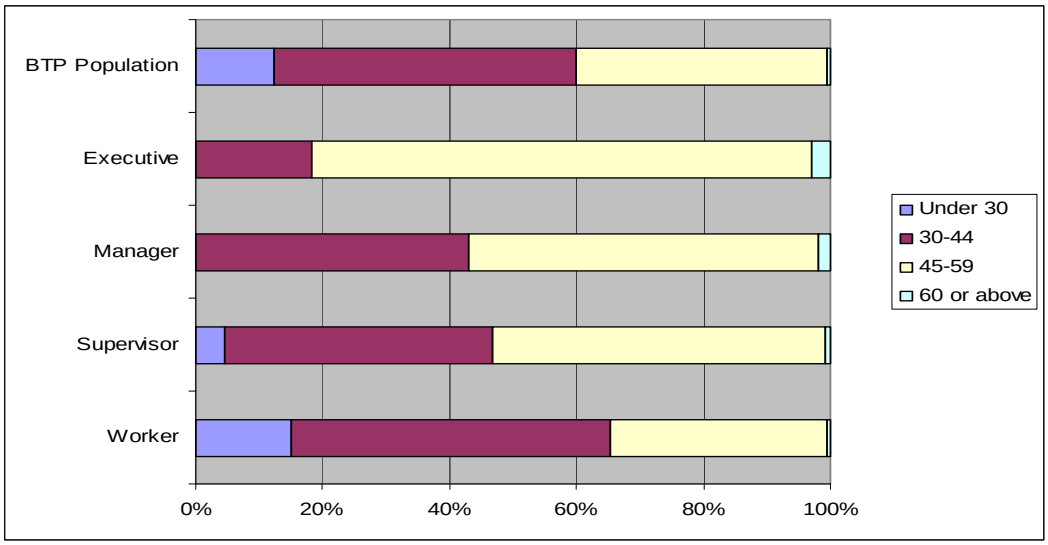
[5] Population data estimates based on 2007 Labour Market Statistics.
[6] Population data estimates provided by Stonewall.

Management Profile

The following section examines employee distribution across the management tiers in the organisation. These tiers have been defined as follows:

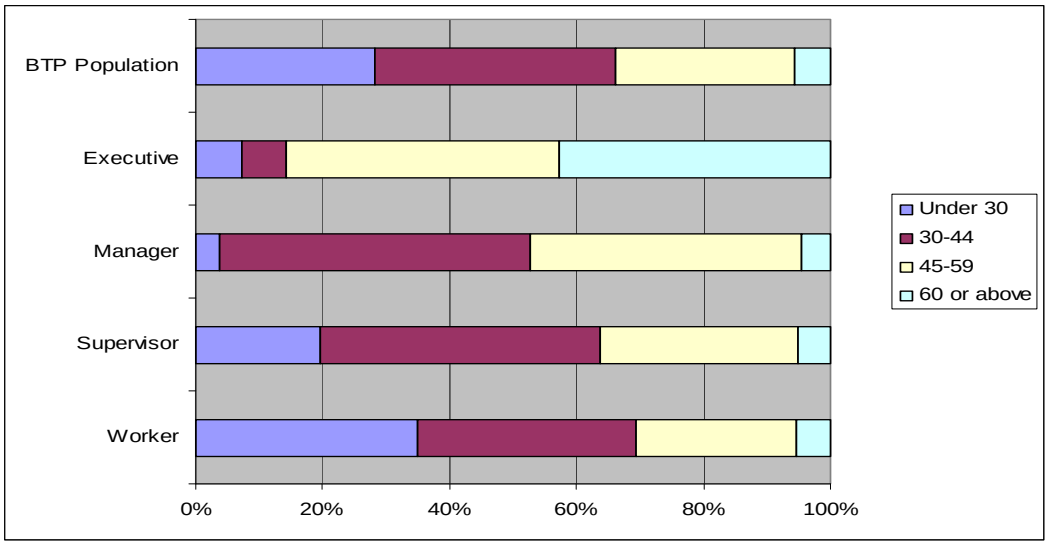
	Police Staff	Police Officer
Worker	A001 – A005 (or equivalent) & PCSOs	Constable
Supervisor	A006 – B002 (or equivalent)	Sergeant
Manager	B003 – C001 (or equivalent)	Inspector & Chief Inspector
Executive	C002 or above (or equivalent)	Superintendent and above

Police Officer Management Profile by Age



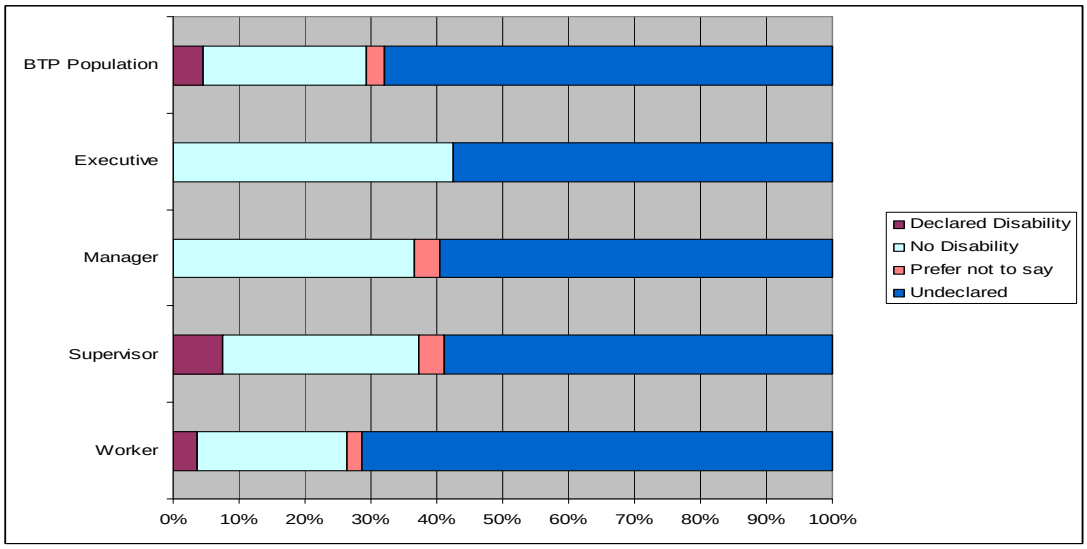
- It is important to note that the police service promotion process requires officers to undertake certain lengths of service before they can undertake activities required to progress to the next level. This is refelected in the distribution shown in the graph in relation to age and management level.

Police Staff Management Profile by Age



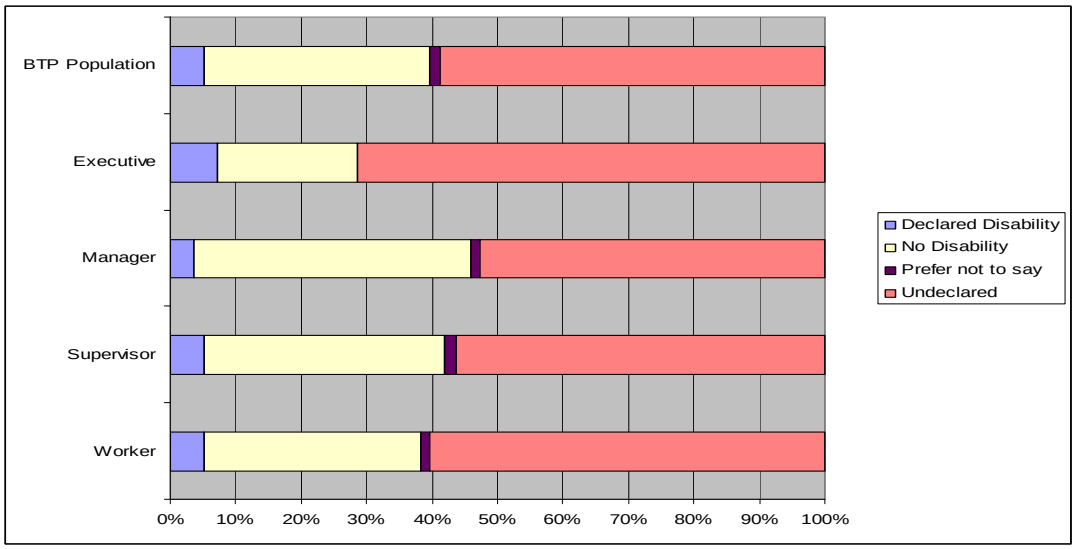
- There is police staff representation from all age categories at all management levels.
- It could be considered normal to have a higher concentration of younger people at lower levels and vice versa at higher levels, this is based on the general principle that people are promoted through experience and/or knowledge gained over time.

Police Officer Management Profile by Disability



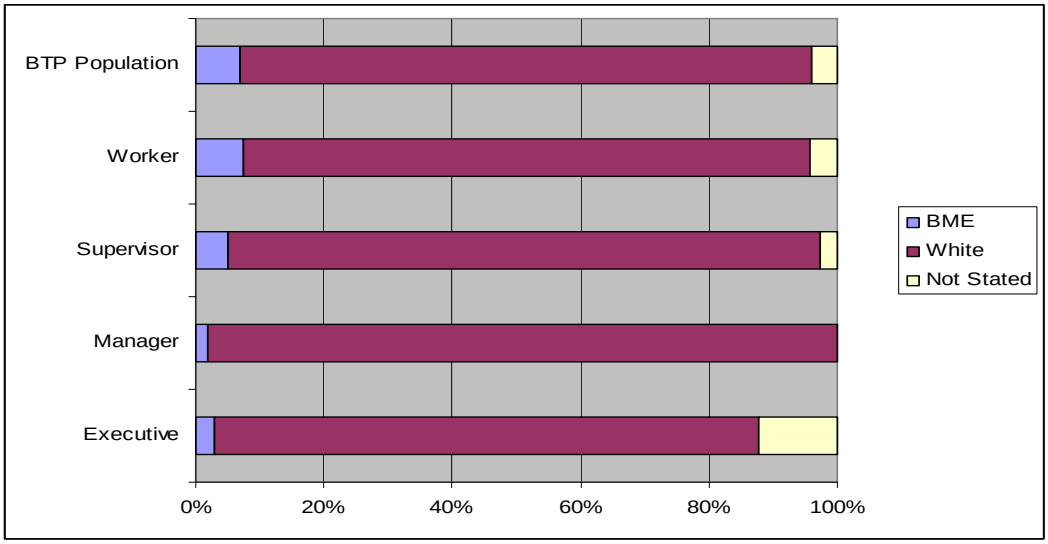
- General declaration levels are higher for Supervisor, Manager and Executive categories; this suggests that officers of these levels are more comfortable providing this information and that the general increase in declarations is not due to information collated from new starters.
- There are no police officers at Manager and Executive level who have declared a disability; due to low declaration levels it is not possible to draw any conclusions from this data at this time.

Police Staff Management Profile by Disability



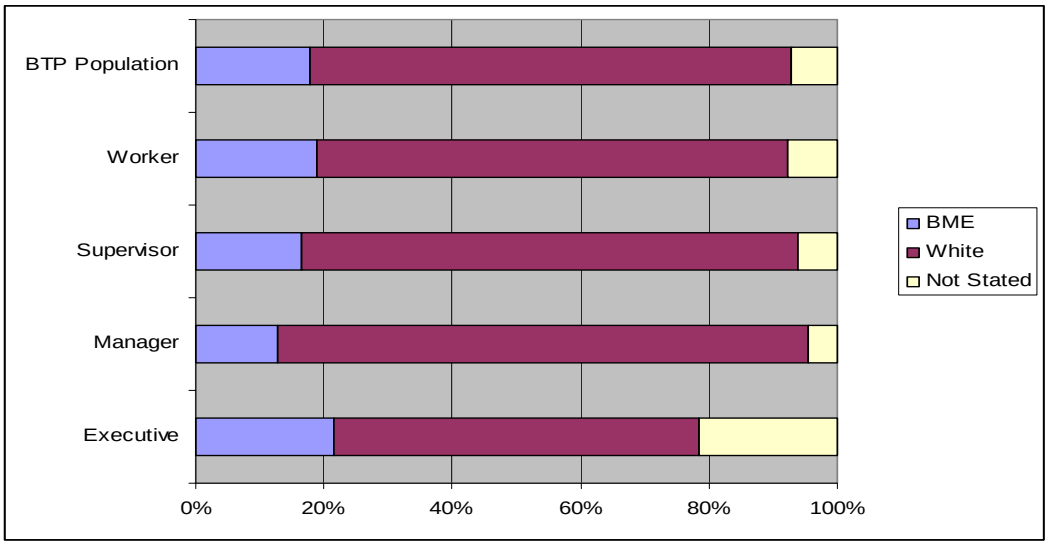
- There are police staff members at all levels who have declared a disability on Self–Service; the highest level is Executive (7.1%), the lowest is Manager (3.7%). However, the Executive group is the only category to have declaration levels below the BTP population declaration level.
- The low level of declarations limits the amount of analysis that can be undertaken on this data.

Police Officer Management Profile by Ethnicity



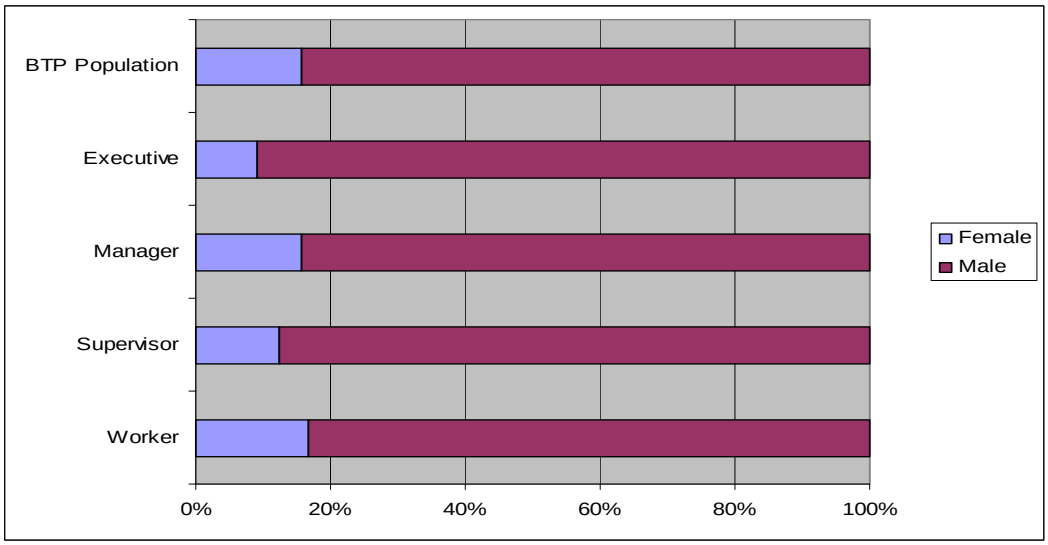
- The level of BME workers (7.6%) is over represented in comparison with the BTP population (6.8%), whilst BME populations for all other management levels are lower than the BTP population.
- This graph shows that there is a higher concentration of BME officers at the lower ranks and although BME overall representation may match the general population, this is not the case as you move up the management chain.

Police Staff Management Profile by Ethnicity



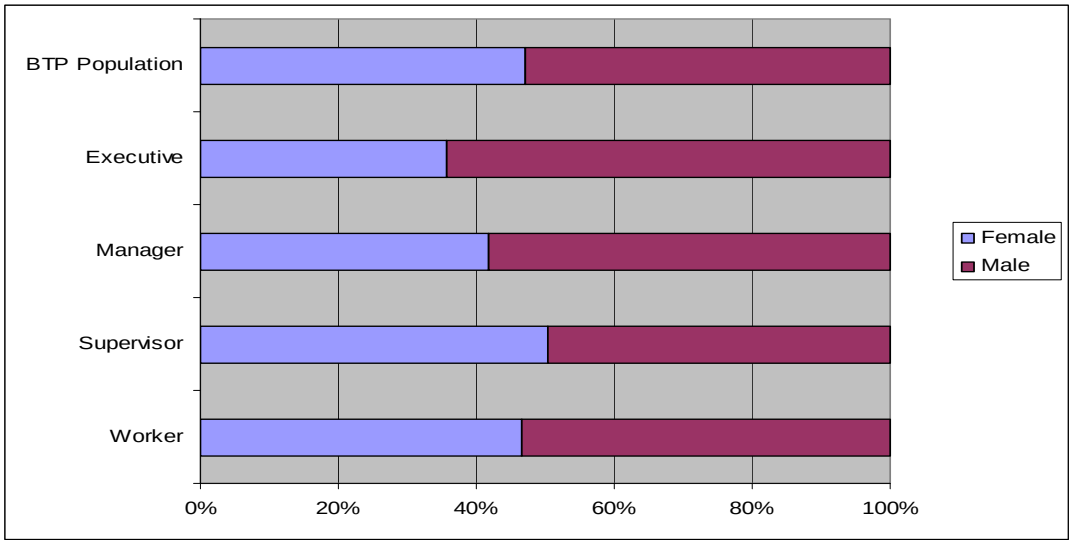
- There is BME representation at all police staff management levels; however this is lower than BTP population levels (17.8%) for Supervisors (16.6%), Managers (12.9%). Executives (21.4%) show the highest level of BME representation.
- This graph suggests that although BTP has good representation at the Executive level, the organisation may want to invest in the development of BME staff at the lower management levels as part of its workforce planning.

Police Officer Management Profile by Gender



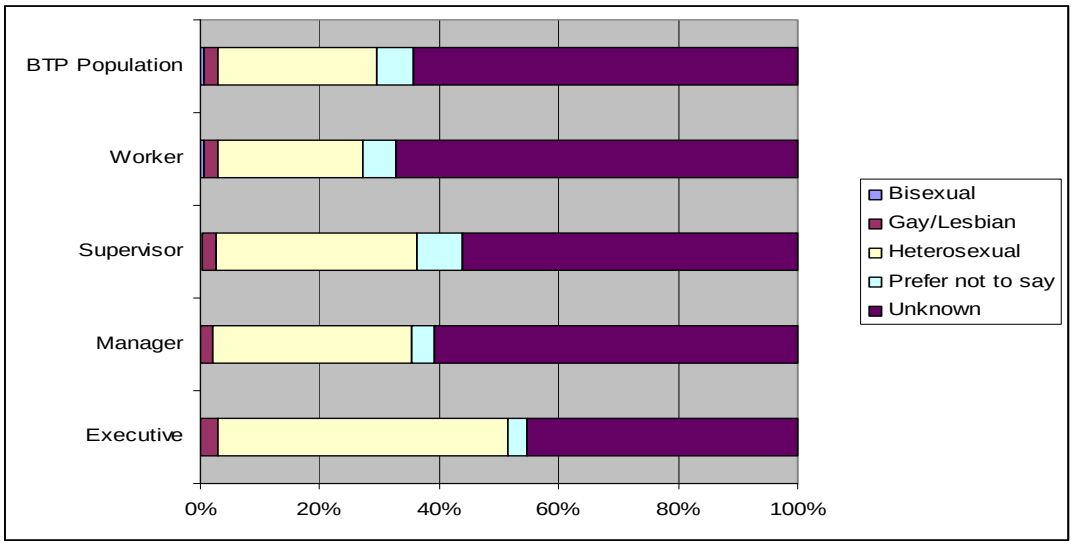
- Supervisor (12.4%) and Executives (9.1%) all have lower levels of Females than the BTP population (15.8%).
- Although BTP female officer representation remains low, there has been a significant improvement in the distribution of female officers across the management structure since 2009 – 2010. For example the level of female Executives has increased from 5.9% to 9.1%.

Police Staff Management Profile by Gender



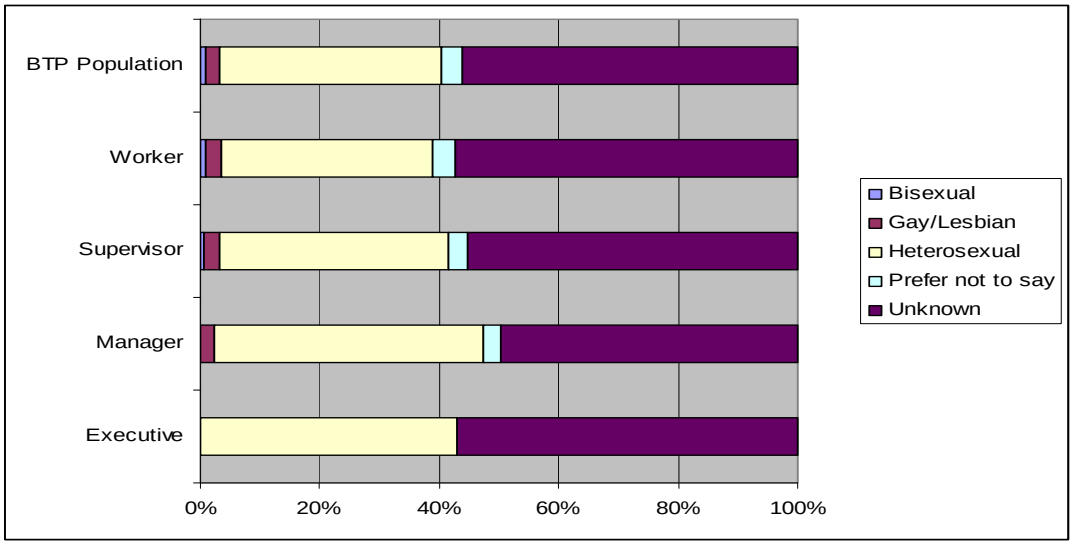
- There are lower levels of Female Managers (41.7%) and Executives (35.7%) in comparison with BTP population figures (47.1%), when you include PCSOs in this demographic.
- The level of Supervisors (50.3%) could be utilised to encourage further development and consequently result in greater representation in higher management function in the future.

Police Officer Management Profile by Sexual Orientation



- The distribution of Gay/Lesbian officers is even across all management levels, however, no Managers or Executives declared themselves as Bisexual.
- Although disclosure levels remain low, the percentage of Supervisors, Managers and Executives providing this information were above the BTP population level. This suggests that new declarations are not limited to those joining the organisation.

Police Staff Management Profile by Sexual Orientation



- No Executives declared themselves as Bisexual or Gay/Lesbian, however, the distribution of Gay/Lesbian police staff is even across all other management grades
- General declaration levels for Supervisors and Managers were above the BTP population level, however general declaration remains low. It is therefore difficult to make any statistically significant findings using this data.

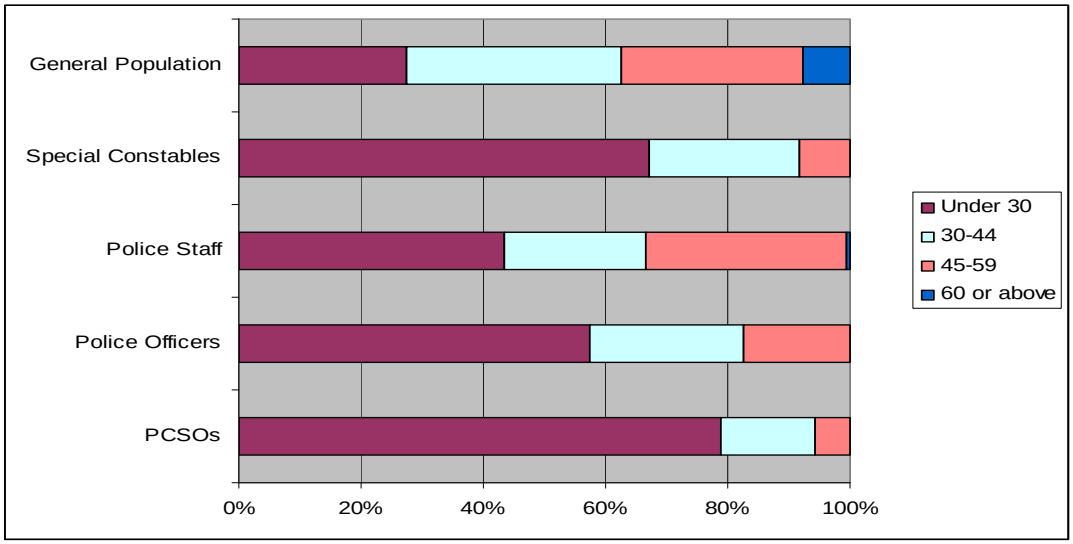
Recruitment, Progression and Retention

This section of the report looks at the employee life cycle, through recruitment, progression and into retention. BTP is committed to recruiting progressing and retaining a representative workforce and uses the following information to assess its performance in this area.

New Starters

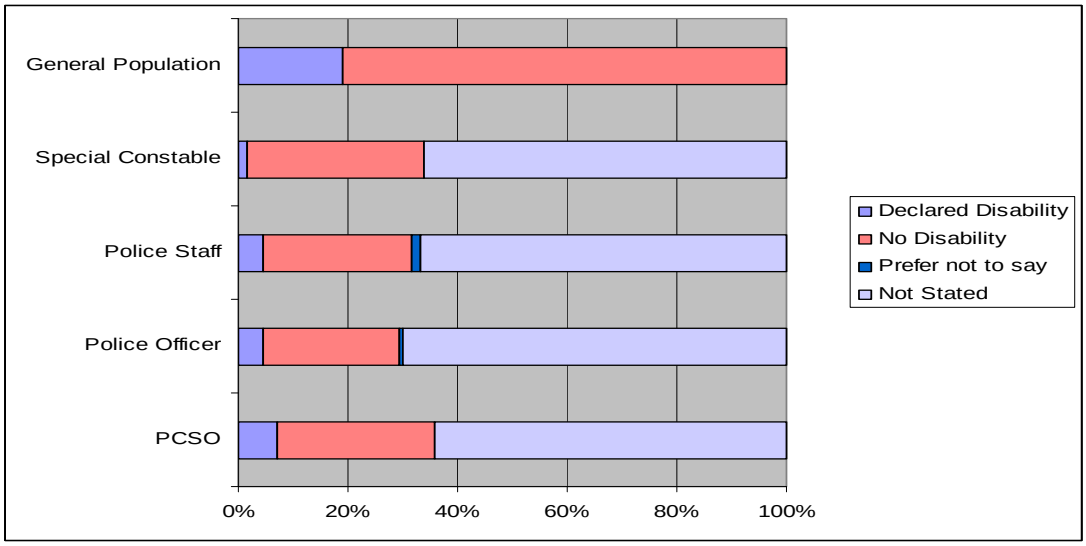
Information in this section looks at the profiles of police officer, police staff, PCSO and Special Constable New Starters during 2011 – 2012. Data in this section is compared with national workforce statistics when looking at issues of proportionality.

New Starters by Age



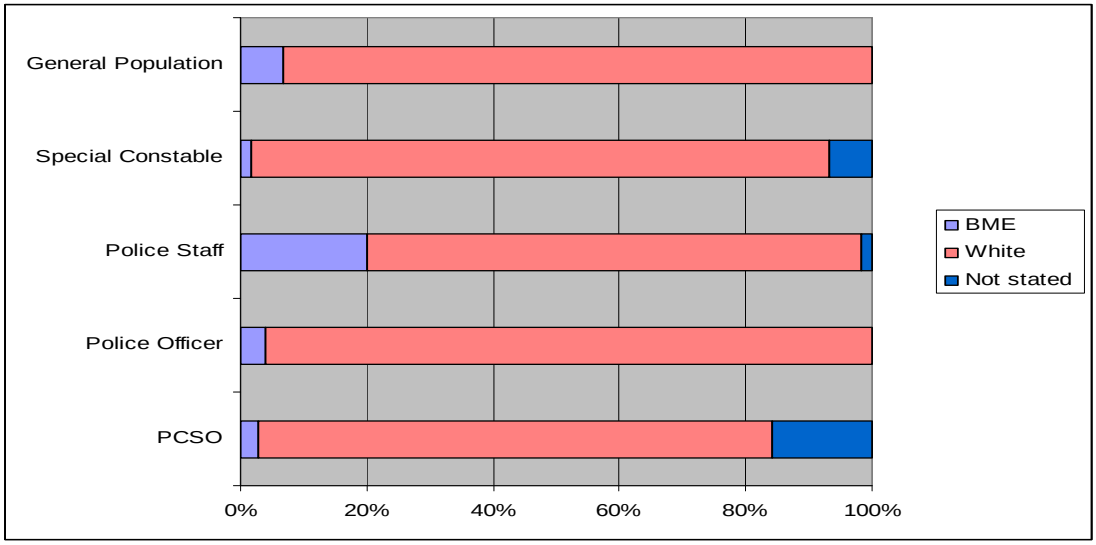
- All employee groups indicated an over representation of new starters from the under 30 category (police officer 57.4%, police staff 43.4%, PCSO 78.9%, Special Constable 67.2%) in comparison with the population (27.4%).
- There were no police officer, PCSO or Special Constable new starters in the over 60 category, this could be explained by the presence of compulsory retirement ages (officers and Special Constables) and fitness requirements for these roles.

New Starters by Disability



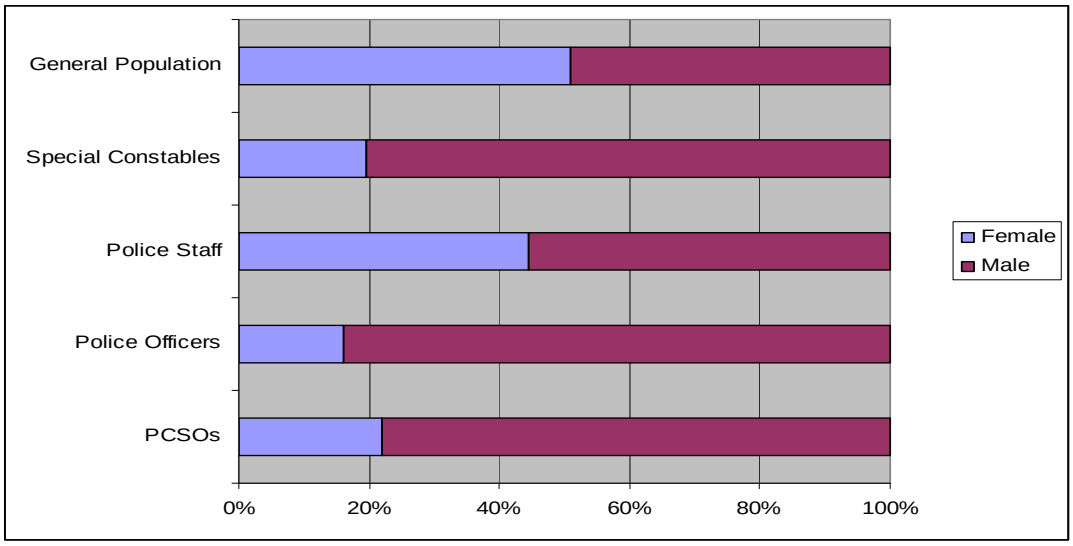
- There were new starters in all categories who declared a disability.
- Although declaration levels are still low, there has been an increase in the level of new starters that have declared that they have a disability. PCSO declaration has gone from 0% to 7.1%, police officer from 2.4% to 4.5% and police staff from 3.9% to 4.6%. These increases in disabled new starters could have a positive impact on BTP representation in the future.

New Starters by Ethnicity



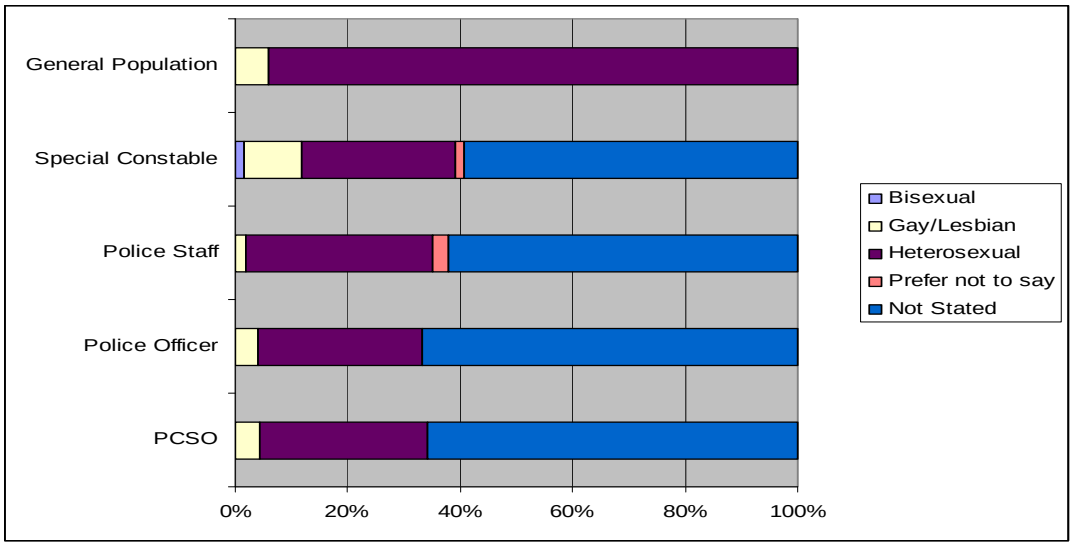
- 2.9% of PCSO new starters were BME, although this is lower than the population level (6.8%) it is higher than last year where no PCSO new starters declared that they were BME. PCSOs also showed the highest level of not stated 15.7%, which could have a significant impact on this figure.
- Police staff also showed an improvement on 2010 – 2011 figures, going from 12.7% BME new starters to 20.1% in 2011 – 2012.
- There has, however, been a decrease in BME police officer new starter levels going from 8.3% in 2010 – 2011 to 3.9%. It is hoped that the new recruitment process will have a positive impact on this figure next year.

New Starters by Gender



- Female police officer new starters, whilst at a level lower (16.1%) than the general population (51.0%) this figure is slightly higher than the current BTP workforce population (15.8%). The level of female new starters is also significantly higher than 2010 – 2011 which sa at 12.0%. This is encouraging and could have a positive impact on the future workforce mix.
- This increase is also replicated in terms of female Special Constable new starters with levels increasing from 13.1% in 2010 – 2011 to 19.7% this year.

New Starters by Sexual Orientation

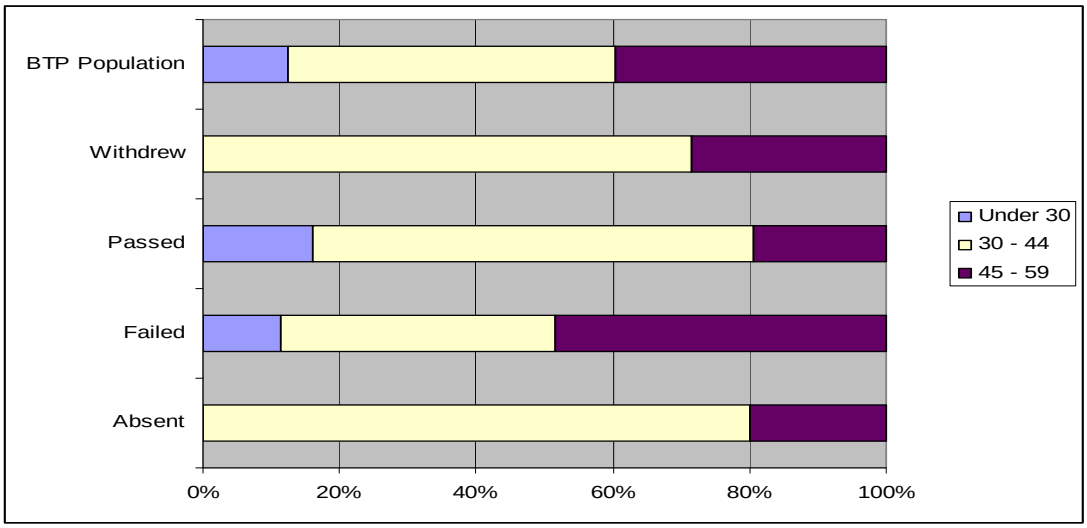


- Previously declaration levels in this category have been too low to allow us to report on this data. The increase in the provision of this information is encouraging and suggests that people are becoming more comfortable with data collection and diversity reporting.
- 11.9% of Special Constables declared themselves as being Bisexual or Gay/Lesbian; this is above the population levels of 6%. This may have a positive impact on the future workforce; particularly if these employees go on to apply to become regular police officers.

Promotion Exams

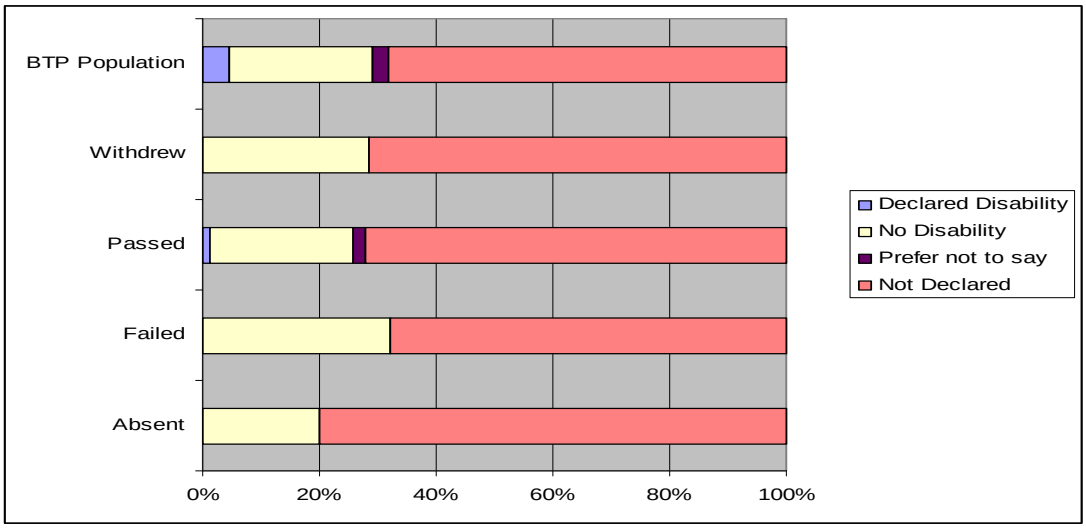
This section looks at the OSPRE exam part of the promotion process in 2011 - 2012. The exams include Sergeants and Inspectors parts I and II. Data in this section is compared with BTP population data when looking at issues of proportionality.

Promotion Exams by Age



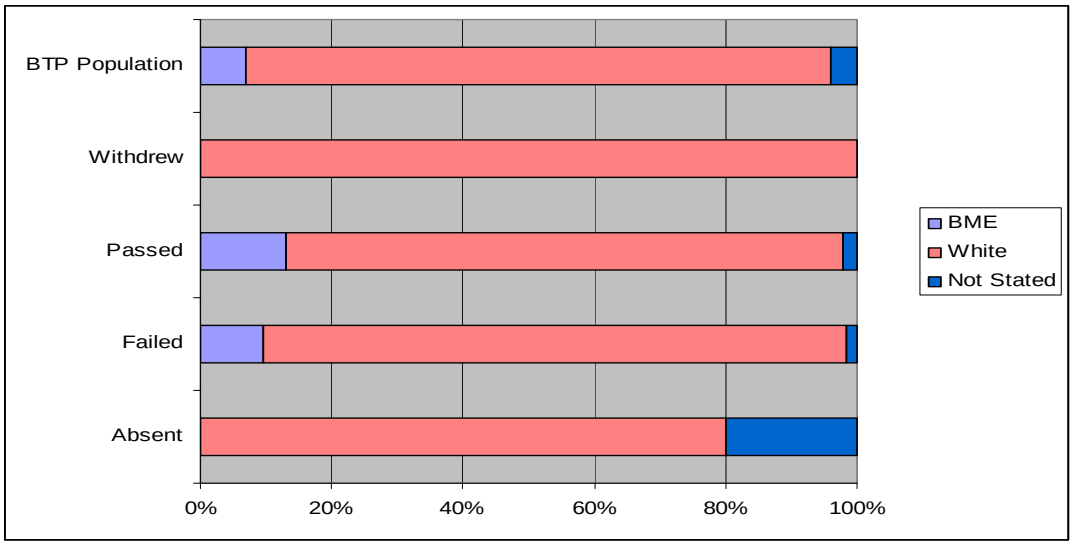
- 64.5% of those who passed were 30–44, 19.4% were 45–59 and 16.1% were under 30.
- Due to the requirement to complete minimum service levels before taking promotion exams and the police officer compulsory retirement age, it is accepted that promotion exam distribution will follow a pattern similar to that detailed in the graph.

Promotion Exams by Disability



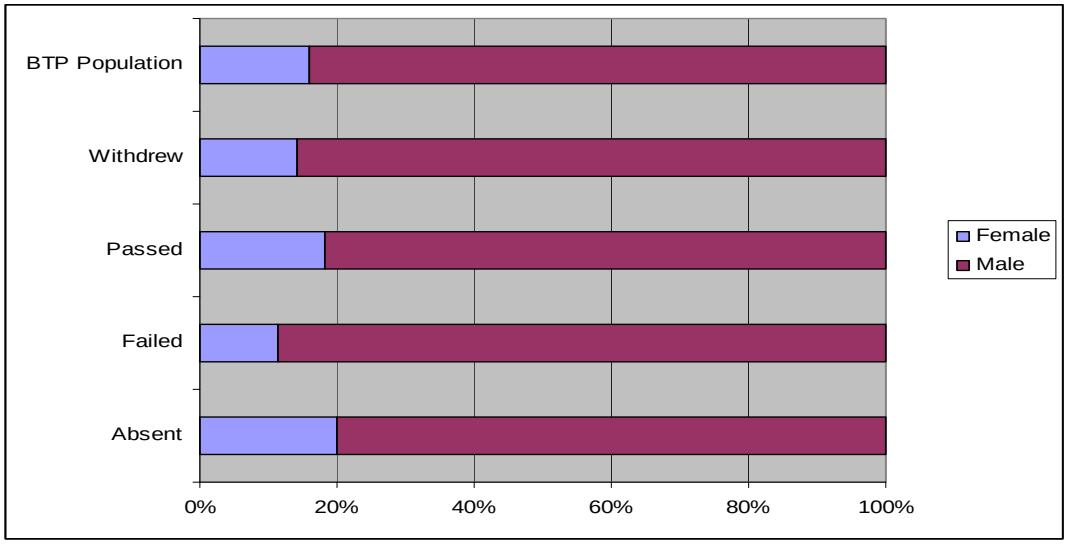
- All officers who declared disability passed their promotion exams. Disclosure levels for all categories are low making it difficult to draw any conclusions from this data.

Promotion Exams by Ethnicity



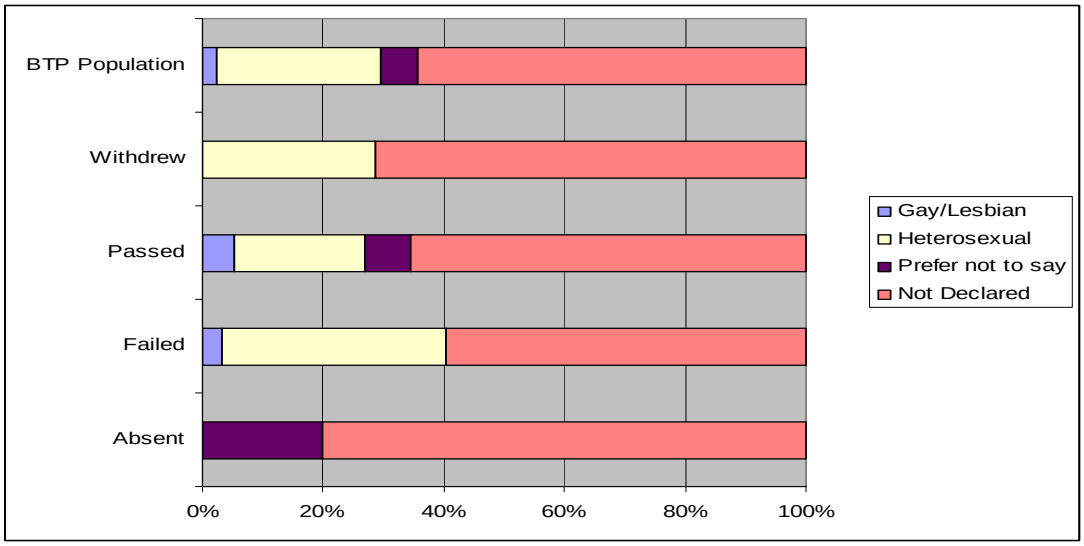
- 12.9% of those who passed were BME and 9.7% of those who failed were BME. This indicates a greater success rate at promotion exam for BME officers (66%) compared to White officers (59%).
- The level of BME officers who took the exam (11.8%) was significantly higher than the BME officer population (6.8%). This coupled with the higher success rate for BME officers could have a positive impact on BME officer distribution, resulting in higher levels of supervisors and managers in the future.

Promotion Exams by Gender



- The level of female officers who took the exams (15.5%) was lower than the BTP female officer population level (15.9%)
- However, 18.3% of those who passed the exams were female, meaning that female officers had a higher success rate (71%) than male officers (58%). This higher success rate could positively contribute to changing the gender management profile of BTP officers in the future.

Promotion Exams by Sexual Orientation



- There were no employees in any category who declared that they were Bisexual.
- The level of Gay/Lesbian officers who passed the exam (5.4%) was higher than the BTP population (2.3%). However, declaration levels remain low and therefore it is difficult to draw any significant conclusions from this data.

Promotion Boards

Data samples in relation to promotion boards were considered too small to analyse in detail.

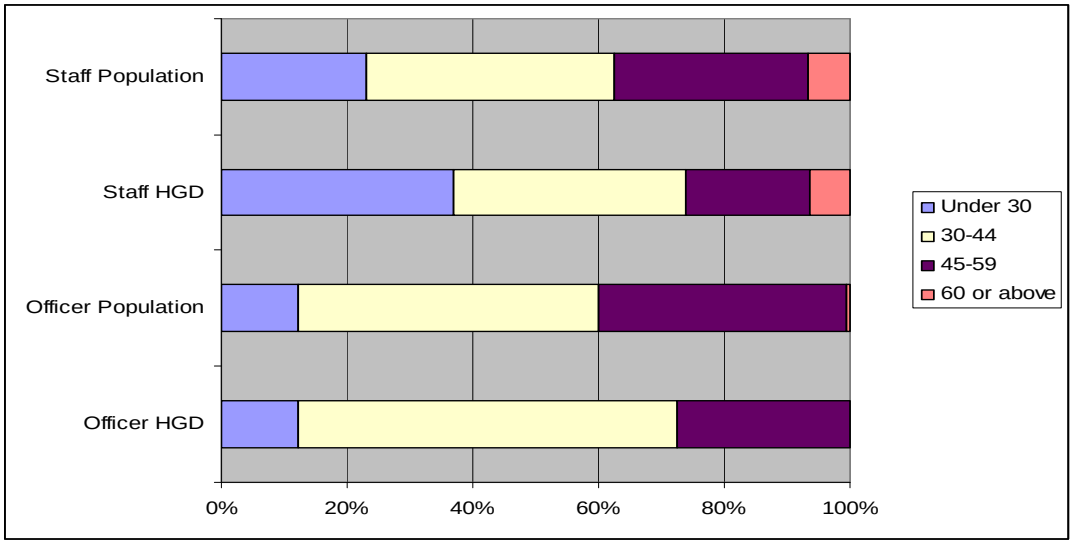
Actual Promotions

Data samples in relation to actual promotions were considered too small to analyse in detail.

Higher Grade Duties

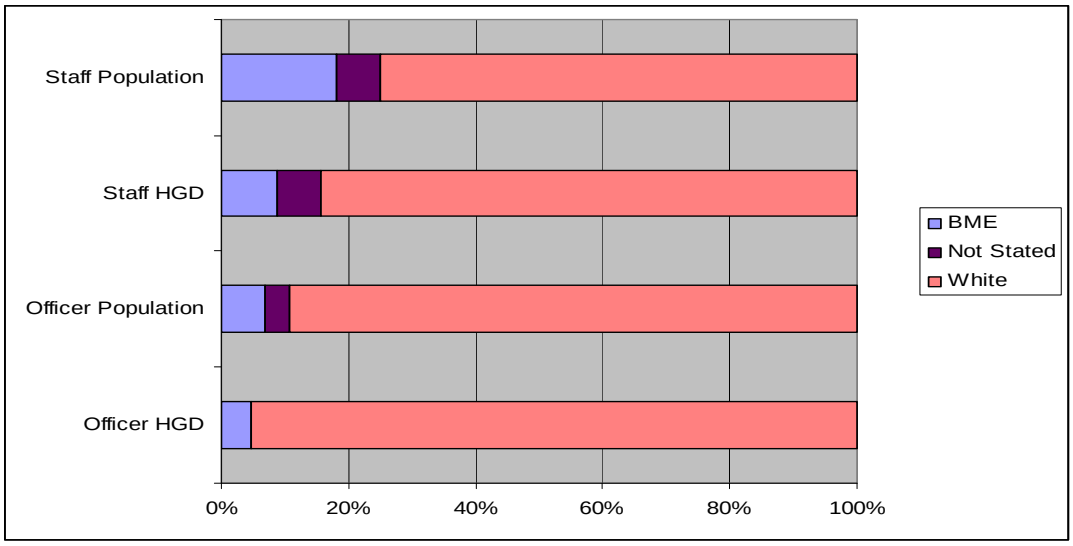
The following information shows the spread of employees given higher grade duties (HGD) according to age, ethnicity and gender, during 2011 – 2012. It is not currently possible for BTP to report on this information in relation to disability and sexual orientation.

Higher Grade Duties by Age



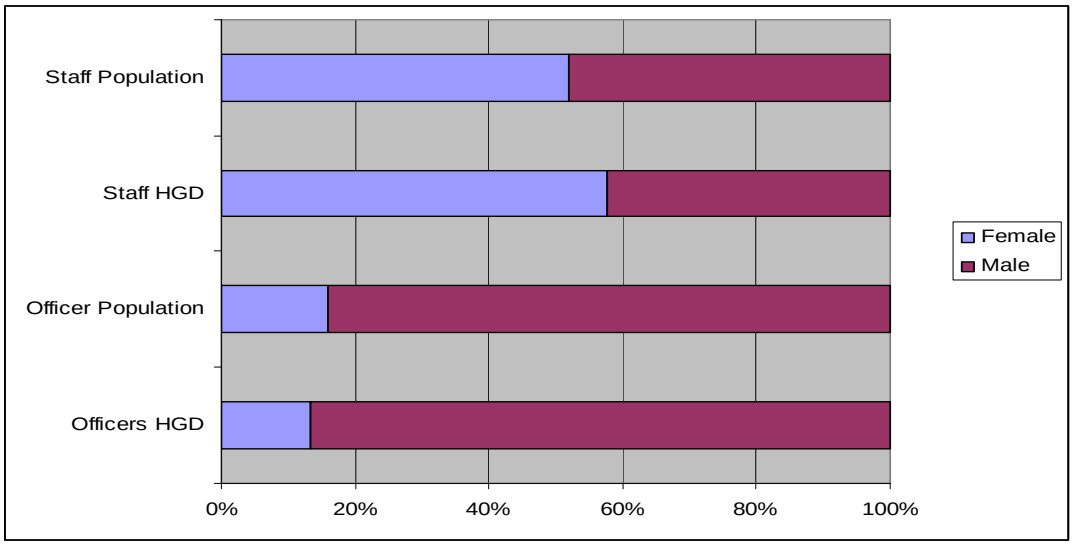
- In relation to Police Staff the percentage of Under 30 employees undertaking HGD (37.0%) is much higher than the staff population levels (23.1%).
- In relation to Police Officers the percentage 30-44 employees undertaking HGD (60.5%) is higher than the population levels (47.8%).

Higher Grade Duties by Ethnicity



- In relation to Police Staff the percentage of BME employees undertaking HGD (8.9%) is lower than the population levels (18.2%).
- In relation to Police Officers the percentage of BME employees undertaking HGD (4.8%) is lower than the population levels (6.8%).

Higher Grade Duties by Gender



- In relation to Police Staff the percentage of females undertaking HGD (57.8%) is higher than the population levels (52.0%).
- In relation to Police Officers the percentage of females undertaking HGD (13.3%) is lower than the population levels (15.9%).

Leavers

This section of the report looks at the profile of Leavers within BTP. Comparisons are made with BTP workforce population data in terms of proportionality.

Leavers by Age

	<30		30- 44		45 - 59		60+	
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population
Officer	3.8%	12.3%	22.8%	47.8%	70.3%	39.4%	3.2%	0.6%
Staff	30.2%	23.1%	32.8%	39.2%	25.0%	30.9%	12.1%	6.7%
PCSO	46.5%	49.7%	39.5%	31.7%	14.0%	18.0%	0.0%	0.6%

- Whilst looking at Leavers data according to age it is important to bear in mind retirement ages and in particular the compulsory retirement ages that are present in the police service. The spike in police officer leavers at age 45 – 59 (70.3%) is considered normal.
- The above could also account for the higher ratio of Leavers to population in the over 60 group for police officers and police staff.

Leavers by Disability

	Declared Disability		No Disability		Prefer Not to Say		Not Stated	
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population
Officers	10.1%	4.5%	22.0%	24.8%	5.7%	2.8%	67.1%	69.0%
Staff	1.7%	4.9%	17.1%	35.7%	2.5%	1.7%	73.7%	57.7%
PCSOs	4.7%	6.2%	37.2%	29.8%	4.7%	0.6%	53.5%	63.4%

- Levels of police officer leavers declaring they are disabled (10.1%) is higher than the BTP population (4.5%). Whilst this raises concerns relating to workforce profile, BTP needs to remain aware of the operational fitness requirements of the role of an officer and the impact that adherence to this may have on leaver levels.
- Levels of PCSO (4.7%) leavers who have declared disability is lower than the BTP population (6.2%). When paired with new starter levels of disabled PCSOs (7.1%), figures suggest that if this continued there could be a positive change to PCSO workforce profile in the future.

Leavers by Ethnicity

	BME		White		Not Stated	
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population
Officers	5.1%	6.8%	91.0%	89.3%	3.2%	3.9%
Staff	19.1%	18.2%	61.0%	75.1%	19.9%	6.7%
PCSOs	11.6%	16.2%	81.4%	73.8%	7.0%	10.1%

- The proportion of BME staff (19.1%) leavers is slightly higher than the BME staff population (18.2%). However, BME new starter levels were 20.1%; this could help to prevent any negative affect on the overall population.
- The proportion of BME officer (5.1%) and PCSO leavers (11.6%) were lower than the BTP BME population (6.8% and 16.2% respectively). However, BME new starters for both these

employee types were low (officer 2.9% and PCSO 3.9%), these levels may have a negative affect on BTPs BME population in the future.

Leavers by Gender

	Male		Female	
	Leavers	BTP Population	Leavers	BTP Population
Officer	82.9%	84.1%	17.1%	15.9%
Staff	46.2%	48.0%	53.8%	52.0%
PCSO	79.1%	75.6%	20.9%	24.4%

- Female officers (17.1%) left at a higher rate than the female officer population level (15.9%); this is also higher than the female new starter rate (16.1%). This pattern could have a negative affect on the overall female workforce profile.
- A similar pattern is notable for female staff with a leaver rate of 53.8%, a population level of 52.0% and new starter rate of 44.6%. This data suggests that BTP may see a drop female police staff representation.
- However, Female PCSOs (20.9%) left at a lower rate than the female PCSO population level (24.4%). This data coupled with a new starter rate of 24.9% suggests that BTP may see an increase in the female PCSO population levels.

Leavers by Sexual Orientation

	Bisexual		Gay / Lesbian		Heterosexual		Prefer Not to Say		Not Stated	
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population
Officers	0.0%	0.5%	3.2%	2.3%	22.9%	27.0%	5.1%	6.0%	64.6%	64.0%
Staff	0.0%	0.4%	0.8%	2.8%	27.2%	39.1%	3.8%	3.7%	72.5%	53.9%
PCSOs	0.0%	2.1%	2.3%	1.8%	34.9%	29.2%	4.7%	4.6%	58.1%	62.3%

- For all employee groups the level of leavers who state they are gay / lesbian is higher than the BTP population and for PCSOs the level of leavers who state they are heterosexual is higher than the BTP population.
- Declaration levels remain low in this category and this makes it difficult to provide any solid findings around the representation of employees who leave the organisation.

Grievances Complaints and Employment Tribunals

This section of the report looks at grievances, complaints and employment tribunal information.

Grievances

Due to the small data sample in this section (106) it was felt that providing detailed tables and charts could result in people being identifiable. Therefore, BTP has decided to report on this section in a different way to other sections in the report, providing a summary of the findings of the data instead.
When analysing the data relating to grievances the following key points emerged:

- The overall number of grievances raised was 106.
- Female employees raised 25 (23.6%) cases which is lower than female employee strength (27%).
- Employees from a BME background raised 15.1% of these grievances (16 cases) which is higher than BTP BME employee population level (11.1%).
- There is insufficient data regarding sexual orientation or disability to analyse in this data set.

Of the 106 grievances 91 have been finalised and 15 remain live.

Employment Tribunals

18 employment tribunal cases were submitted by BTP employees during 2011 – 2012, compared to 21 submitted during 2010 - 2011. This is positive when compared with the 40% increase in employment tribunal claims nationally[7]. However, BTP considers this is too small a number to provide meaningful diversity analysis. BTP monitors employment tribunals on a monthly basis. They are also scrutinised by BTPA.

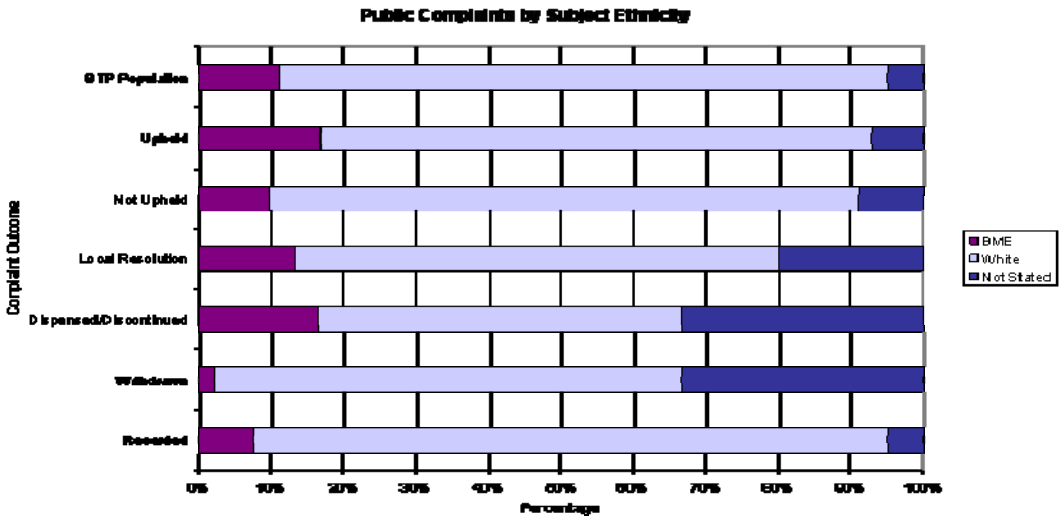
Public Complaints

This section of the report looks at complaints that have been logged with BTP by a member of the public regarding or concerning a BTP employee. The report looks at each stage of the complaint handling process and aims to identify whether any potential disproportionality exists.
Due to the fact that information pertaining to public complaints is not held on the ORIGIN system and that there is no confidential link between particular diversity self service information and complaints information, this section does not look at all strands of diversity.

[7] Based on quarterly data provided by the employment tribunals service.

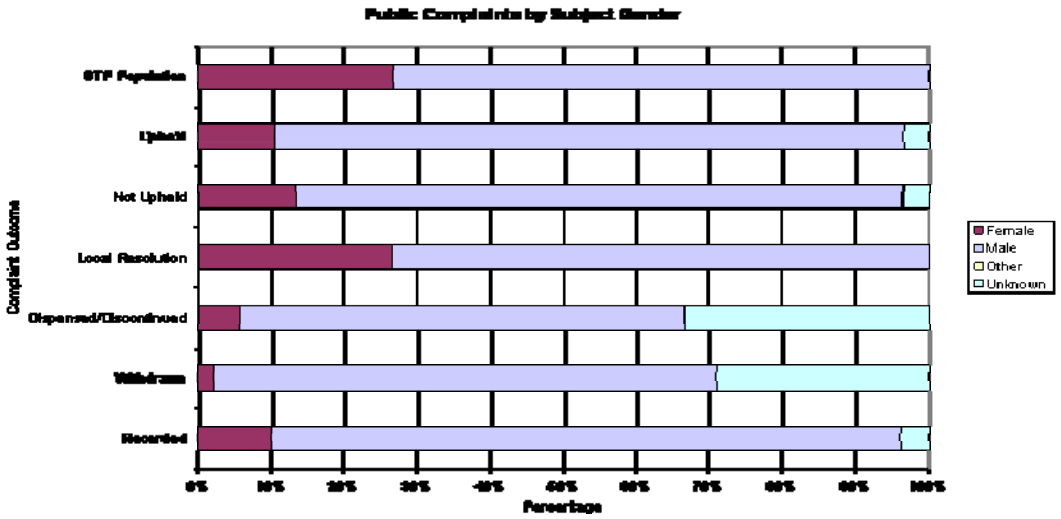
Complaints are subject to routine monitoring and analysis by the BTP Professional Standards Department. Complaints data is closely scrutinised by Chief Officers and the BTPA.

Public Complaints by Ethnicity



- There is a higher percentage of BME Subjects with Upheld Complaints than the percentage of the Force represented by BME.
- There is a lower percentage of BME Subjects with Dispensed or Discontinued Complaints than percentage of the Force represented by BME.

Public Complaints by Gender



- The percentage of Female Subjects where the Complaint was finalised by Local Resolution is similar to the percentage of Females in BTP's population.
- For all other outcomes or recorded cases the percentage of Female subjects is below the BTP population.

BRITISH TRANSPORT POLICE

Appendix B:

2011 – 2012 Expenditure

Details of the BTP Equality, Diversity and Human Rights (EDHR) expenditure from 2011 – 2012.

September 2012

2011 – 2012 Expenditure

The total 2011 – 2012 Equality, Diversity and Human Rights (EDHR) budget was approximately £90,000. Total expenditure from this budget was £35,000. A breakdown of the distribution of this budget and expenditure can be found in Table 1 below.

In 2010 – 2011 work was undertaken to re-align the distribution of the budget; this was due to significant underspending across all of the groups. This re-alignment involved a reduction in the funding available to the diversity staff support associations for their running costs and the establishment of a central funding pot, sitting in the Engagement and Diversity budget, for these groups to bid for in order to run specific projects or events etc.

2011 – 2012 has seen a continuation in the overall underspending pattern; this has resulted in a review of the budget structure for 2012 – 2013.

Table 1: Equality, Diversity and Human Rights Budget Information (2011 – 2012)

Budget Title	Expenditure 2011-2012	Budget 2011-2012
Engagement and Diversity	£20,714.13	£74,453.74
Multifaith Budget: (AMP and CPA)		£5,500.00
Disability Equality Support Association	£195.53	£2,550.00
LINK	£3,838.83	£3,500.00
SAME	£7,976.50	£3,944.52