
Report to: Performance Review Committee
Agenda item: 5
Date: 19 May 2017
Subject: Equality, Diversity & Inclusion (EDHR)
Sponsor: Darren Skinner, Head of People & Development
For: Information

1. PURPOSE OF PAPER

- 1.1 The purpose of this paper is to provide the Performance Review Committee (PRC) with information about any relevant force activities and updates and diversity and inclusion performance data.

2. Equality, Diversity & Inclusion (EDI) Statutory Reports

- 2.1 Due to the late publication of the EDI Annual Report for 2015/16, the decision was made to finalise and publish as soon as practicable and circulate it, once published, to PRC members out of Committee (as outlined in Action 19 of 17.01.2017). The EDI Annual Report for 2015/16 was published internally and externally on Friday 28 May (Appendix A).
- 2.2 In order to ensure that future reports are produced and published in a more timely manner, the decision has been made to work towards publishing the 2016/17 EDI Annual Report in July/August 2017. In order to meet this deadline, the 2016/17 report will be presented to Force Executive Board in June, and presented to BTPA at the Q1 (July 2017) PRC meeting prior to publication.

3. Equality Analyses / Real Consideration of Diversity & Inclusion

- 3.1 One of the ways that BTP can evidence meeting the three aims outlined in the public sector equality duties is to be able to prove an understanding (by assessing) the impact of our policies and practices on people with different protected characteristics. This is often referred to as an Equality Impact Assessment (EIA), but is more frequently called an Equality Analysis (EA) within BTP. In turn, any evidence gathered forms part of our

compliance with the general equality duty and aims to assist BTP in deciding what further action may be required. These legal duties are outlined under:

- Section 149 of the Equality Act 2010 (the public sector equality duty), and
- The Equality Act 2010 (Specific Duties) Regulations 2011

- 3.2 Each year, in the DfT Management Assurance Return (MAR), BTP are asked to give evidence as to the organisation's ability to make decisions based on the impact on protected groups. As part of this process, we are asked to state our level of confidence in the Force's ability to make these decisions, and to evidence what we have in place to ensure that they are informed and whether we can evidence informed decision making. The actual question in the MAR is:

To what degree are you satisfied that consideration of the three aims of the Equality Duty have formed an integral part of the decision-making process on all occasions a decision has been made and have evidence to prove that?

- 3.3 For those departments that are responsible for the development of policy, procedures, activities, operations etc., they should all (as standard) be considering the impact on protected groups when undertaking their work. It is important that, if challenged, we can show evidence of where known or unexpected impacts are being accepted, mitigated or removed and what actions have been taken. It should be noted that BTP have a published 'Equality Analysis Policy & Manual of Guidance' as well as an easy read Quick Reference Guide to this process.
- 3.4 To assist in delivering these assurances, a training session on 'How to Carry Out an Equality Analysis' is currently being delivered. The aim of the initial rollout will be to cover those departments with specific responsibility for policy and process creation. To date, this has been delivered to the PMO/Project Management, PSD, Technology, Corporate Communications and CDTM teams, with upcoming sessions arranged for Analysis & Performance, Research & Development, HR Delivery Teams, Recruitment, Policy & Engagement and the Safeguarding Units.

4. DIVERSITY ISSUES

- 4.1 BTP are committed to providing policing services that meet the needs of all passengers and people who use or work on the railways, as well as meeting the individual needs of our own employees and volunteers. We want all of our communities and employees to be confident that we will always treat them fairly, with dignity and respect. Delivering against this commitment is critical to achieving our strategic aims of giving people more confidence in our ability to keep them safe on the railway network and to be an employer of choice.
- 4.2 This report aims to provide updates, as and where relevant, on actions being taken by BTP to ensure that we have due regard to the need to:
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act.
 - Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
 - Foster good relations between people who share a protected characteristic and people who do not share it.

5. RECOMMENDATIONS

- 5.1 Members are asked to note the update provided in this report and accompanying appendices.

6. APPENDICES

- 6.1 The following Appendices are included as part of this report:
- Annex A – Q4 Diversity & Inclusion Performance Presentation
 - Annex B – 2015/16 EDI Annual Report



BTPA : PRC
Diversity & Inclusion Performance
2016-17 Q4
Friday 19 May 2017

Overview

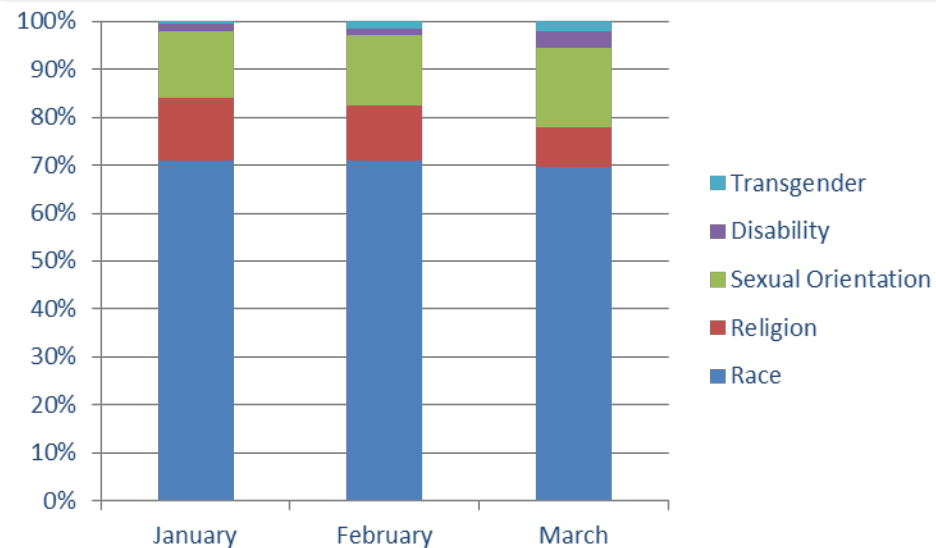
This report aims to measure diversity & inclusion performance in an operational Policing environment; by providing evidence where it is available to show that BTP provides an equitable “Quality of Service” to anyone who interacts with us; irrespective of their background or personal circumstances.

In order to be able to measure whether we have met the needs of all people, we aim to answer the following questions:

- How effectively does the force ensure that victims of crime are treated fairly and equitably in terms of the service they receive?
- How effectively does the force deal with hate crime in terms of preventing it from happening; encouraging victims to report it when it does happen; and investigating it and securing a satisfactory outcome when it is reported?
- How effectively does the force ensure that it deals with the people it comes into contact with fairly and equitably?
- Does the force use its Powers of Arrest effectively and fairly?

These questions, in part, inform BTP’s Equality & Diversity Gold Strategy & Action Plan 2014-2019; a statutory obligation under the Public Sector Equality Duties of the Equality Act 2010.

Hate Crime: National Overview Q4 2016-17

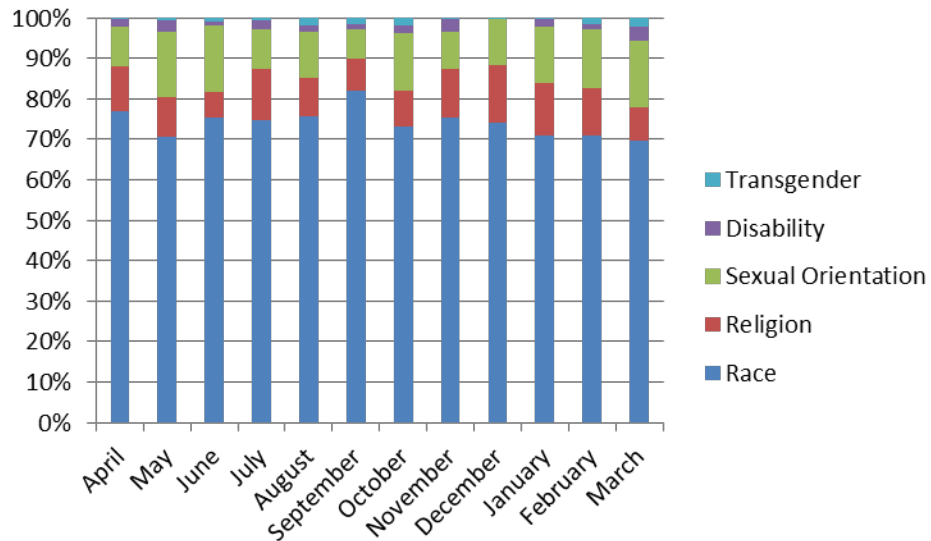


There were 751 Hate Crimes recorded during Q4, with 812 Hate Crime markers being selected.

This is an 3% increase on Q3 but still lower than the 847 recorded in Q2

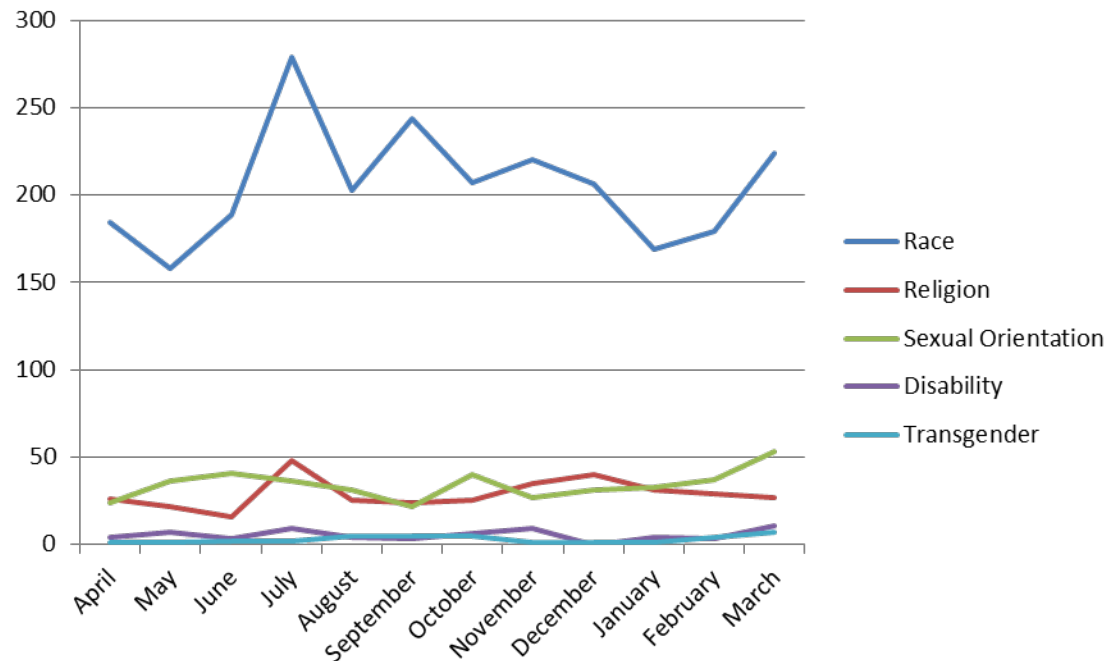
January 2017		February 2017		March 2017	
No. of Hate Crime Markers	Recorded Hate Crimes	No. of Hate Crime Markers	Recorded Hate Crimes	No. of Hate Crime Markers	Recorded Hate Crimes
238	218	252	233	322	300
169 71.0%		179 71.0%		224 69.6%	
31 13.0%		29 11.5%		27 8.4%	
33 13.9%		37 14.7%		53 16.5%	
4 1.7%		3 1.2%		11 3.4%	
1 0.4%		4 1.6%		7 2.2%	

Hate Crime: National Annual Overview 2016-17



Of the 3,059 recorded Hate Crimes in 2016/17, the proportion of those recorded as motivated by race has dropped; with the proportion of disablist and transgender related Hate Crimes increasing. It is too early to see whether this trend will continue into 2017/18

Hate Crimes motivated by race remain the largest category recorded by BTP; however it's anticipated that these are artificially inflated due to race / religiously motivated crimes overlapping and being misrecorded



Hate Crime: Rail Staff Q4 & Annual Overview 2016-17

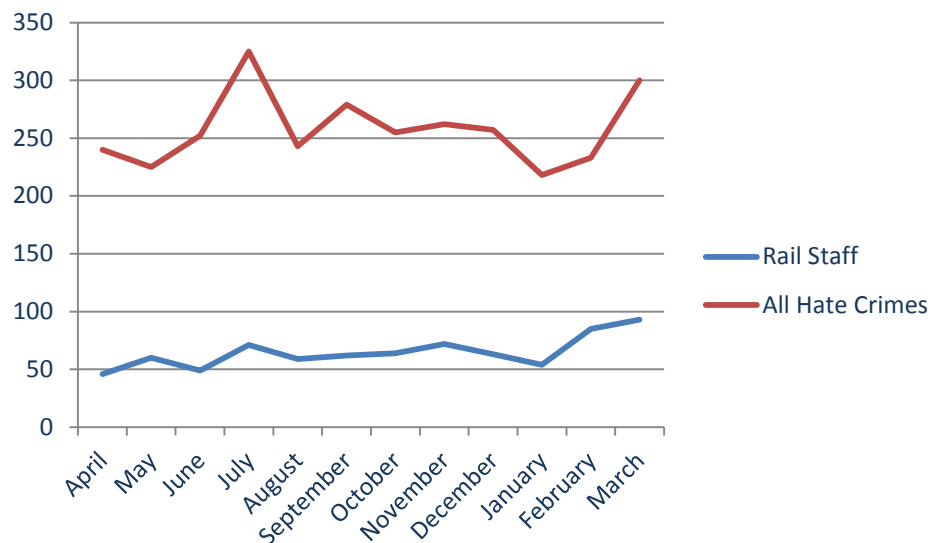


	B Division			C Division				D Division	Total
	East	South	TfL	Western	Wales	Pennines	Midlands	Scotland	
January	16	18	9	2	0	3	5	1	54
February	15	26	26	3	0	6	7	2	85
March	23	18	25	1	0	9	10	7	93

Rail Staff Reported Hate Crime – Annual 2016/17 Overview

BTP recorded **715** (of 2,789) Hate Crimes reported by Rail Staff on duty between April 2016 and March 2017; which accounts for **25.6%** of all Hate Crimes recorded in 2016/17. The trends for rail staff reported Hate Crimes tend to mirror the overall national numbers and follow the same trend as we see for all other recorded hate crimes however at such a high proportion it's likely rail staff reported hate crime remains the main influencer for trends being seen.

The biggest spike in Rail Staff reported Hate Crimes occurred between January and February 2017 (rising from 54 to 85). However, recorded rail staff hate crimes are following the same upward trend as all other hate crimes in Q4.



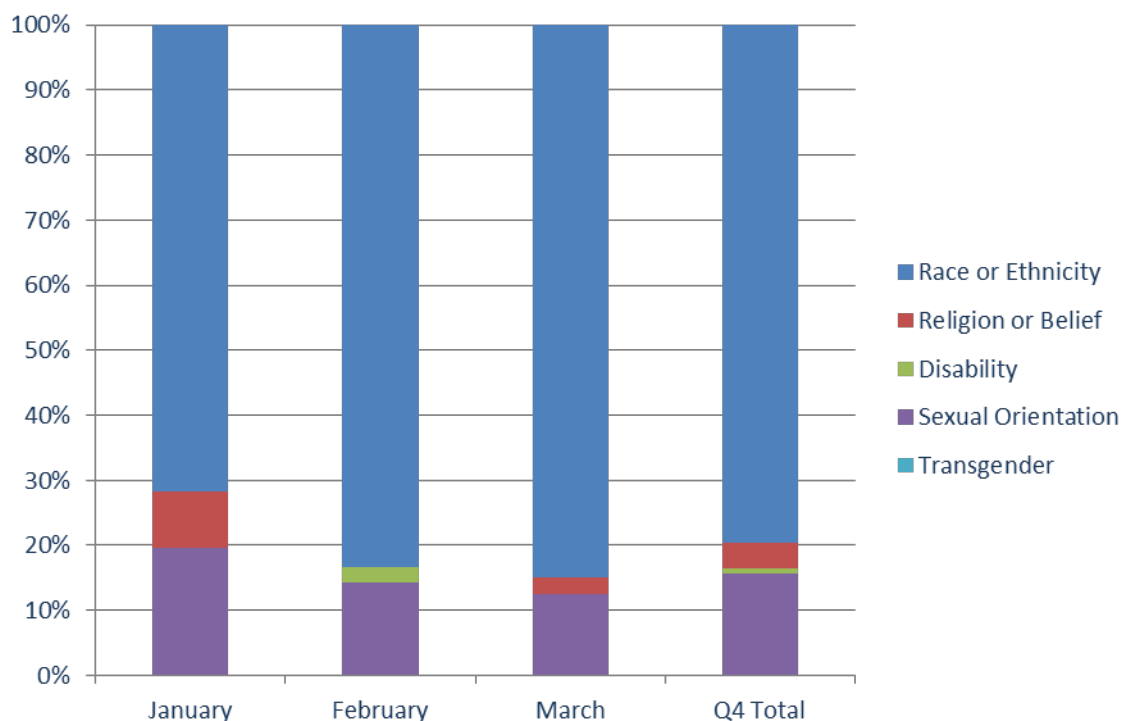
Rail Staff Repeat Victims

January saw the highest number of repeat victims recorded throughout Q4, with 43 victims. 74% of those repeat victims were rail staff on duty. For clarity, the remaining 26% of repeat victims are members of the public.

The total number of repeat victims recorded during Q4 was 124, with 84% of these being rail staff on duty.

Hate Crime: Repeat Victims

	January	February	March	Q4 Total
Race or Ethnicity	33	35	34	102
Religion or Belief	4	0	1	5
Disability	0	1	0	1
Sexual Orientation	9	6	5	20
Transgender	0	0	0	0



**128 markers
were recorded
for 120 repeat
victims in Q4**
(36 in January, 43
in February, 41 in
March)

**16% of ALL Hate
Crime victims
were recorded as
repeat victims,
an increase on
Q3 (13.7%)**

**There were no
recorded repeat
victims under the
'transgender'
marker in Q4**

Hate Crime: Year to Date & Trends

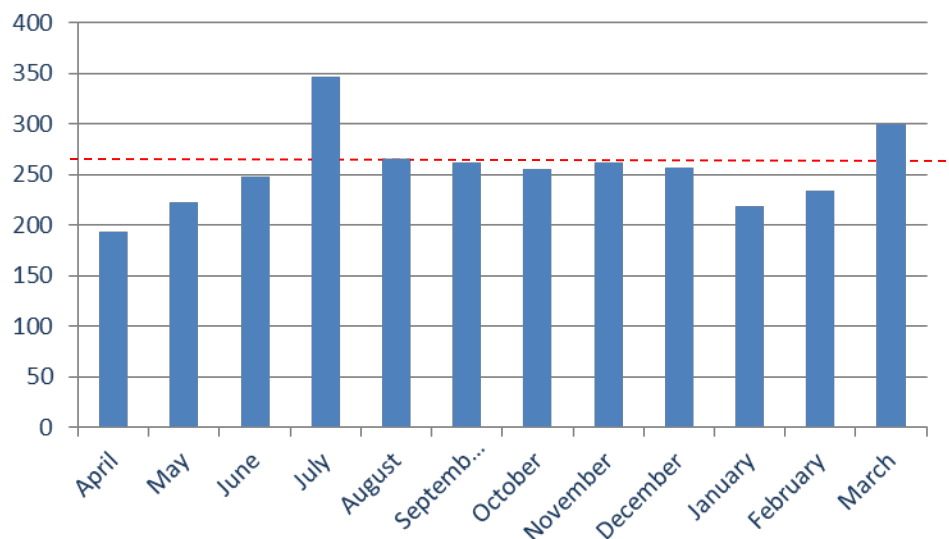
EU Referendum took place on 23 June 2016

Westminster attack took place on 22 March 2017

Hate crime reporting reached their highest levels for offences committed in July 2016 following the spike in reporting in the two months following the EU Referendum.

Figures suggested an almost immediate return to a monthly average of 256 Hate Crimes being reported to BTP (the median line is shown in red). Although there was an increase in February and March, the median remains 255 per month.

The slightly elevated trend remains consistent with Home Office force Hate Crime reports.



Higher levels of Hate Crime was recorded in March 2017, up to 300 from the 233 recorded in February (29% increase); an average of 10 per day. Peaks were experienced on 10 and 18 March however further work is being carried out to determine any particular factors that may have triggered this increase. There was a slight increase in Hate Crime recorded in the week immediately following the Westminster attack (Wednesday 22 March 2017) but not enough to account for the elevated figures recorded in March.

- BTP works with other police forces and community groups and has produced 200,000 information cards to be handed out to passengers across the country.
- The Metropolitan Police Service has adopted and adapted the card for use across London and Greater Manchester's hate crime partnership is in the process of adopting the content for their own information cards.



Hate Crime Reporting Partnerships

- There are three existing Home Office approved national third party data sharing partners; Tell MAMA (for anti-Muslim / Islamophobic hate), The Community Security Trust (for anti-Semitic hate) and GALOP (for LGBT related hate). BTP currently has explicit third party sharing agreements in place with Tell MAMA and CST and is currently working on extending this to GALOP.
- Work has begun to consider how we provide accessible reporting solutions for those victims with learning difficulties who may require easy-read or alternative reporting tools. BTP will be working with Dimensions, a third sector organisation who support those on the Autism Spectrum and with learning disabilities on this work.



3rd Party Reporting: Islamophobic / Anti-Muslim Reports



Tell MAMA (Measuring Anti Muslim Attacks) is a confidential 3rd party reporting and support service for victims of **Islamophobia** and **anti-Muslim hatred** and is supported by the Home Office and the NPCC Lead for Hate Crime

The number of (BTP related) third party reports received by Tell MAMA remains low, with the majority of reports received relating to incidents on the bus networks

	Q4 TOTAL (to date)
Number of 3 rd Party Reports assigned to BTP jurisdiction	5
<i>[% of all Tell MAMA reports]</i>	2.5%
Total Number Reported to Tell MAMA	199

This is a marked increase on Q3, rising by 67% (119)

	January 2017	February 2017	March 2017
Number of 3 rd Party Reports assigned to BTP jurisdiction	2	0	3
<i>[% of all Tell MAMA reports]</i>	3%	n/a%	4%
Total Number Reported to Tell MAMA	66	60	73

Q4 Complaints by Demographics

BTP recorded **85 public complaints** in Q4 of the 2016/2017 policing year; a considerable drop from 115 recorded in the previous Quarter(3). Where recorded, the highest proportion of complainants were **white at 38.8%** and **BME complainants made up 8.3%** of those recorded. This is the third successive drop in BME complainants over the last three Quarters of 2016/17 (Q1,2&3).

52.9% of complainants did not record their ethnicity which is a drop on the last Quarter (3) but remains consistent at being recorded at between 50%-60% of all complainants each Quarter.

The 85 complaints listed show the demographics for all complainants in Q3, not just those of a discriminatory nature and in all instances, the recording of demographic data remains voluntary. BTP does not record any details not provided by the complainant directly.



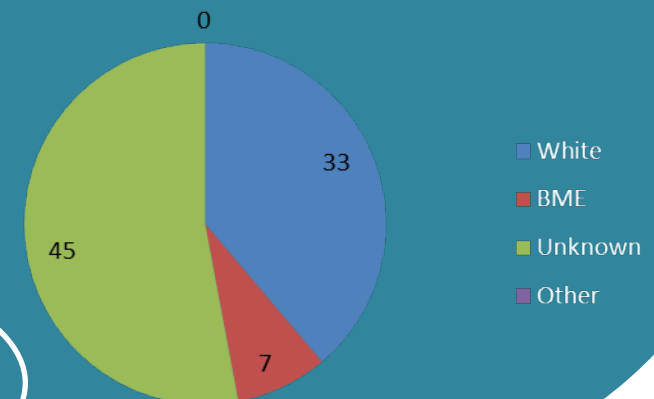
61% of all complainants were male, 38% were female. 1% (one individual) recorded their gender as 'other'.

There were 7 complaints including allegations of **Discriminatory Behaviour** recorded in Q4. Of the 7 complainants, 3 were BME, 2 white and 2 had an unknown ethnicity.

5 were Male, 2 were Female

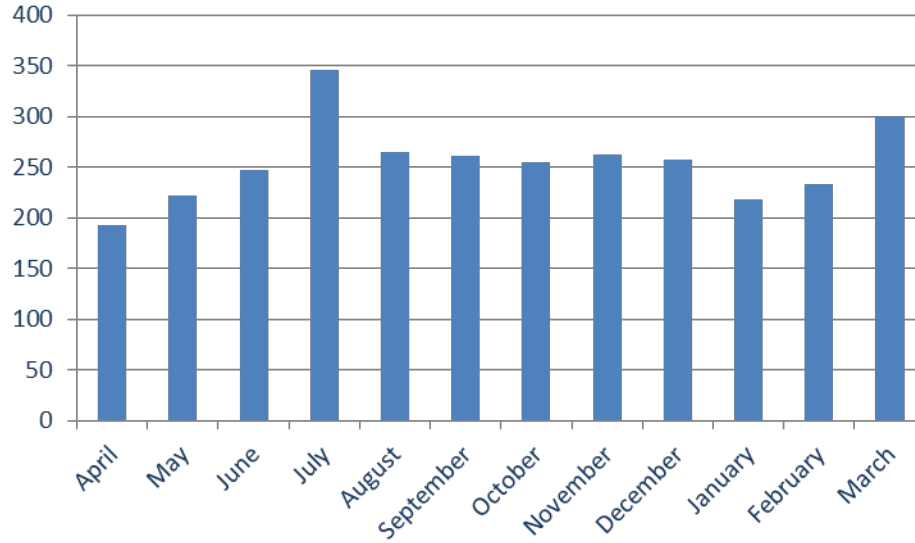
6 of these 7 complaints were not upheld, with 1 local resolution. None remain open.

Ethnicity of ALL 85 complainants

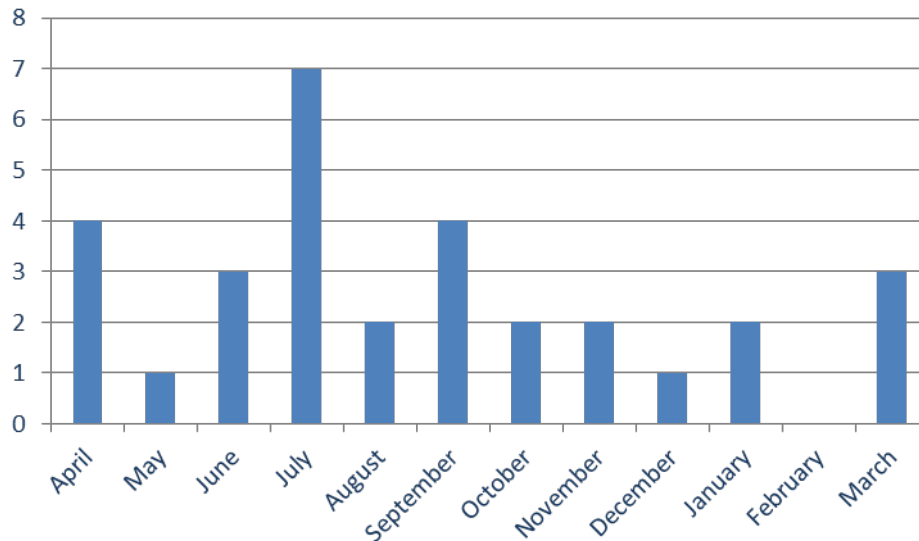


Quick View Year to Date

All Hate Crime YTD

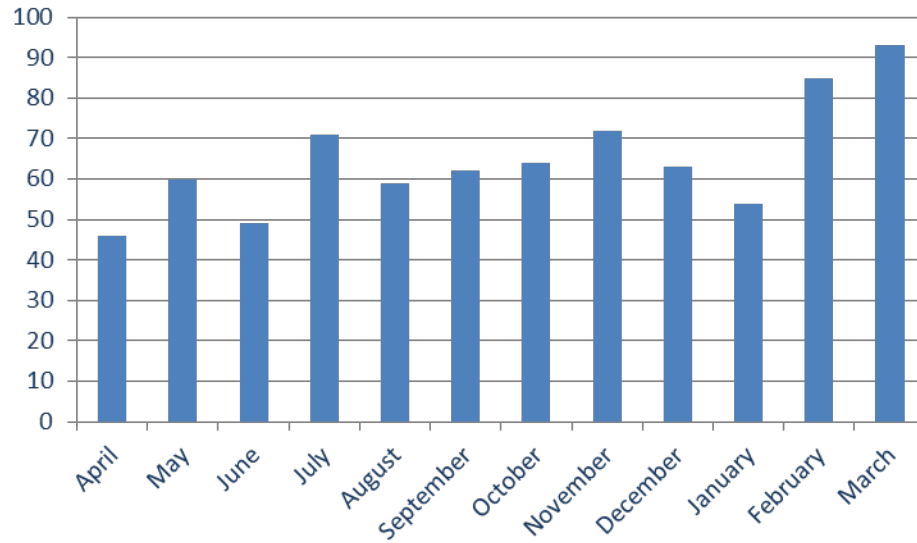


3rd Party Tell MAMA Reports YTD



Quick View Year to Date

Rail Staff Hate Crime YTD



Embracing Diversity and Inclusion: Annual Report 2015/16

Part 1: Delivering Passenger and Staff Confidence

Part 2: Building a Representative Workforce



Introduction

BTP are committed to providing policing services that meet the needs of all passengers and people who use or work on the railways, as well as to meeting the individual needs of all of our own employees and volunteers. We want all communities and employees to be confident that we will always treat them fairly, with dignity and respect. Delivering against this commitment is critical to achieving our aims of giving people more confidence in our ability to keep them safe on the railway network and to be an employer of choice.

To police the railways effectively, we aim to go beyond legislative compliance where we can. We work to actively eliminate discrimination and harassment where it occurs, promote and protect human rights and provide equality of treatment and opportunity for all people. This is who we are at British Transport Police, and we take pride in our continuing commitment to equality, diversity and inclusion.

Our intention in everything that we do is that we have a positive effect on Equality, Diversity and Inclusion and remain compliant with the Equality Act 2010. The main intentions of which are to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the 2010 Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The People & Standards Committee (PSC) and Performance Review Committees (PRC) of the British Transport Police Authority (BTPA) approve the Equality, Diversity & Inclusion Strategy; setting any relevant annual objectives and receiving quarterly reports on our progress. At Senior Command Team level, Equality, Diversity & Inclusion is part of the portfolio of the Deputy Chief Constable and the leadership sits within the remit of the Director of Capability & Resources.

In addition, we expect all of our employees, Special Constables and Volunteers to maintain their knowledgeable in Equality, Diversity & Inclusion matters and to ensure that they are considerate of these issues and our communities in everything that they do.

This is not something that is addition to our core business; it is fundamental to policing the railways in the 21st Century.

Barry Boffy
Diversity & Inclusion Manager

Part 1: Delivering Passenger and Staff Confidence

Arrests

BTP recorded **13,191** arrests in the 2015/2016 policing year. Further analysis of these arrests by demographics (particularly ethnicity) does not provide accurate data due to an individual's ethnicity being recorded against the person; not the arrest. When sorting by self-defined ethnicity data, this number rises to 15,097*. However, the actual number of arrests made has not increased, but the recorded ethnicities being recorded have.

*a person may self-define differently at each interaction with BTP; making 10 arrests of the same person, declaring 3 different ethnicities recording '30 arrests' on our records.



Gender

Of the 13,191
arrests made;

87.2% of those arrested were
male

12.2% arrested were female.

0.6% of arrests recorded an
unknown gender.

Suicide Prevention

Sadly, suicide and attempted suicide is something our officers and rail staff encounter every day. The total number of people who we believe took their own lives on the railway was 305 in 2015/16, compared with 326 in the previous year – a decrease of 6%.

The number of life-saving interventions we and our partners carried out increased significantly. 1,269 life-saving interventions were made this year – a 36% rise compared with the previous year.

During the last year, we responded to and managed nearly 10,000 incidents where someone was reported as displaying, or believed to have had, suicidal tendencies or was in mental health crisis. Ensuring every one of these individuals are supported through the health service, voluntary sector support organisations and others, like family and friends, is the responsibility of our Suicide Prevention and Mental Health (SPMH) teams in England and Wales and the Community Safety Unit in Scotland.

They bring together professional medical support with frontline police responders to reduce the number of suicides on the railways. They do this through interventions and by signposting the individuals to services that will support them in their mental health and crisis needs. This pioneering work, of which we are very proud, goes almost unseen by the public.

The teams are made up of police officers and staff and NHS nurses who can quickly access files, care plans and support. Equipped with NHS computers, nurses can access the individual's healthcare files and alert the listed health team to coordinate follow-up care. Most importantly, the nurses and officers work together to start a Suicide Prevention Plan that includes information on the patient's risks and also a tailored roadmap to recovery. It ensures follow-up contact is continued with the individual, their family, friends or care worker and, most importantly, assesses the future risk of suicide.



Real-time information and advice is provided to frontline police officers when and if that individual comes back to police notice. Last year, 2,397 Suicide Prevention Plans were created and 1,317 people were referred to local authorities under the Care Act 2014. Of those people on Suicide Prevention Plans, we have become aware of 14 individuals who, sadly, went on to take their own lives.

BTP is a signatory to the Mental Health Crisis Care Concordat, and we work hard at local and national levels to ensure we build and maintain effective partnerships with health and social care colleagues.

We also play a key role in the National Rail Suicide Prevention Programme, working closely with the rail industry to identify priority locations at which preventative measures can be used.

The Rail Industry Suicide Prevention Programme (RISPP)

The RISPP includes representatives from Network Rail, Samaritans, British Transport Police, Train Operating Companies, ATOC, RSSB, ASLEF, Unite, TSSA, RMT and NHS. They lead on suicide prevention and support across England, Scotland and Wales focussing on training, policies and procedures, innovations and communications and working with external agencies.



Taking Care of Vulnerable People

One of our main roles is to protect life and take care of vulnerable people. The environment we work in means we have a huge role to play in responding to people in crisis and referring vulnerable people to support.

Every month, our police officers deal with approximately:

- **25 fatalities** from apparent suicides
- **7 people** seriously injured in suicide attempts
- **3 people** killed in accidents on the railway
- **7 people** seriously injured in accidents on the railway
- **380 children** who are at risk or vulnerable

- **240 victims** of hate crime
- **165 victims** of unwanted sexual behaviour
- **66 victims** of domestic abuse
- **130 other adults** who are at risk or vulnerable
- **781 mental health crises** and suicidal incidents, which include:
 - 106 life-saving interventions with people who were attempting suicide
 - 128 detentions to a place of safety under Mental Health legislation in England, Scotland and Wales.



We can't approach this in isolation. A collaborative approach with the rail industry, public services, private sector, academia and the third sector is vital.

We have developed a set of messages, which aim to help everyone working in the rail industry respond when they encounter a vulnerable person. They are encouraged to ask questions, take the person seriously, listen to what they say and reassure them, before seeking help from support services or BTP.

Together with the Railway Children charity, we have developed the **Safeguarding Children on Transport programme**

It aims to improve rail staff awareness of vulnerable children and young people on the railway and how to help them and report concerns. Every month, we deal with around 380 reports of children and young people at risk. These are assessed to decide what further action should be taken. Around 93% are referred to local children's social care services for further care and support.

In October 2015, we introduced new reporting and referral procedures for adults at risk. We now encounter around 130 adults who we believe to be at risk every month, all of whose circumstances are assessed to decide what further action needs to be taken.

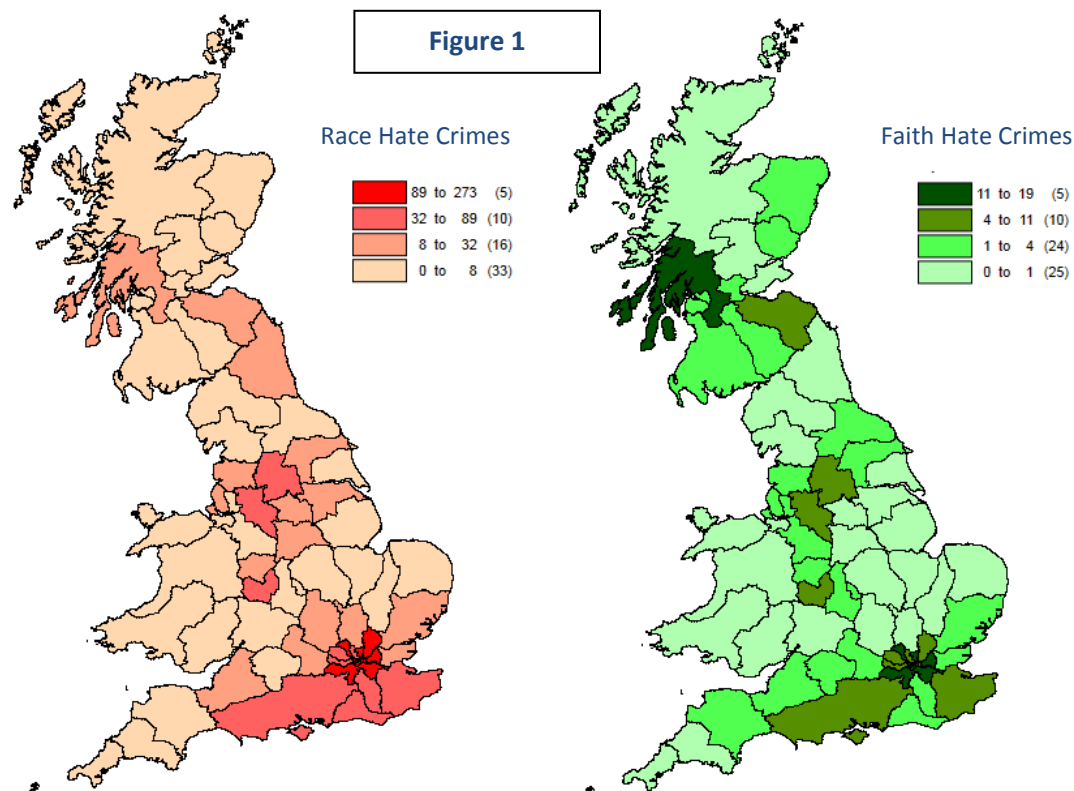
In 2016/17, we plan to:

- continue to strengthen relationships with other agencies to ensure a coordinated safeguarding response
- streamline referral processes to ensure safeguarding referrals are made to other police forces and agencies as quickly as possible
- review our awareness and training packages for frontline police officers and police staff
- adopt the College of Policing's proposed approach to defining when a person is vulnerable to ensure they are effectively and consistently identified.



Hate Crime

In 2015/16, we recorded 2,349 hate crime offences, an increase of 11% from the previous year. As a result, we refreshed our hate crime campaign to encourage people from all communities to report hate crime to us or to other third-party reporting services.

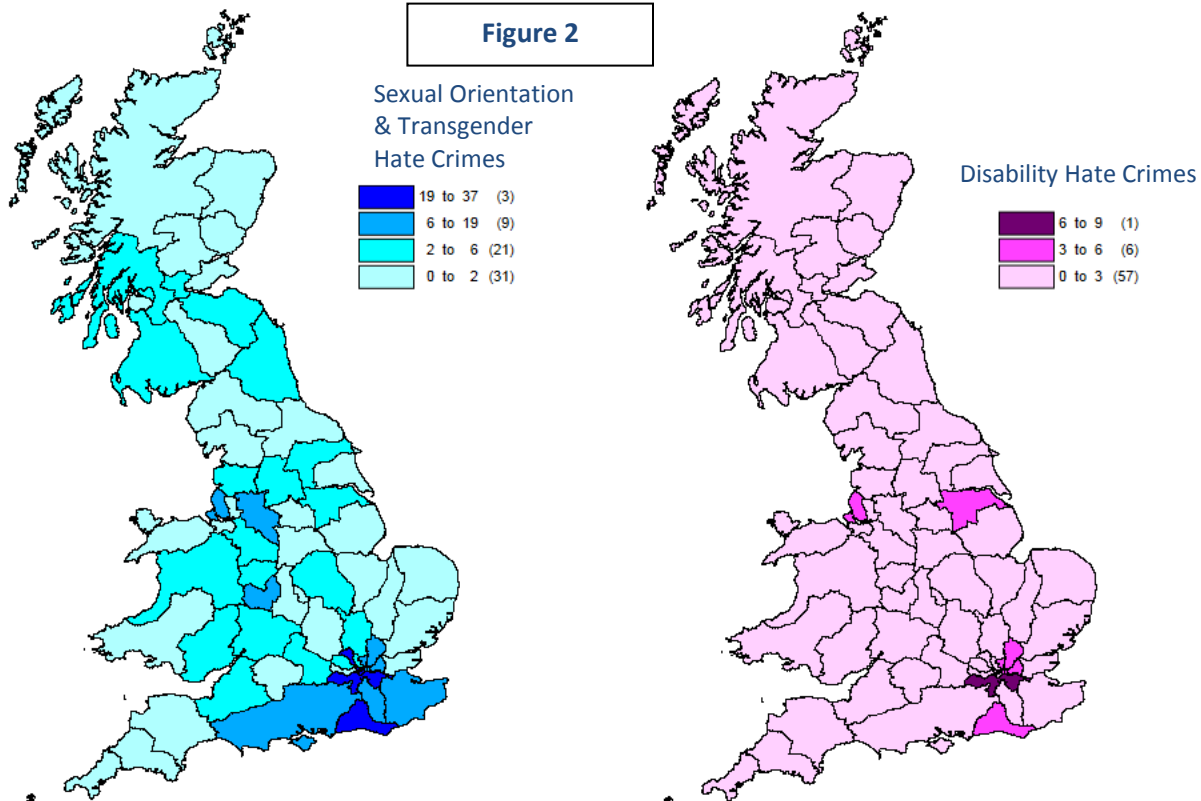


Recorded Hate Crimes

Across all five categories of hate crimes; **race, religion or belief (faith), sexual orientation, gender identity (transgender) and disability**, the highest proportion were recorded in the pan-London area as shown in figures 1 & 2 shown below.

Similar patterns are repeated across all categories across England, Scotland and Wales.

Figure 2



What's a Hate Crime?

A hate crime is when someone commits a crime against you because of your disability, gender identity (being transgender), race or ethnicity, religion or belief (faith) or your sexual orientation (being gay, lesbian or bisexual).

It doesn't just mean physical violence. Someone using offensive language towards you because of who you are (or who they *think* you are), is also a crime.

We use #WeStandTogether to show our solidarity with people affected by hate crime and our commitment to support them. In London, the campaign is supported by the Mayor of London, Transport for London, the Metropolitan Police Service and the City of London Police.

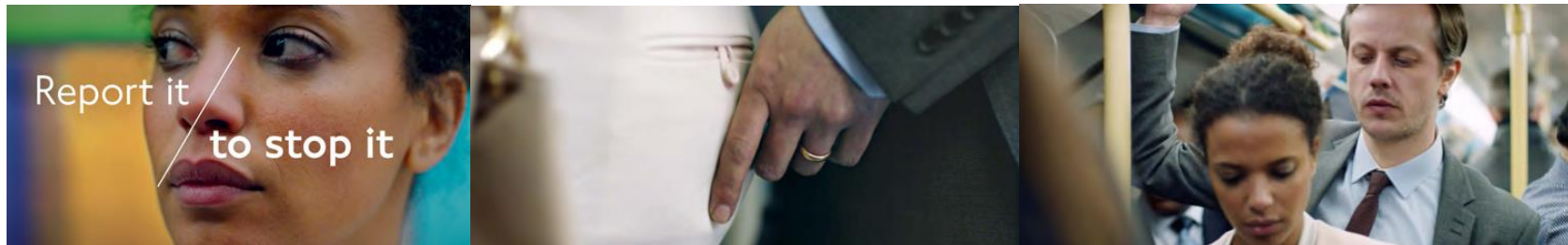
#WeStandTogether

Tackling hate crime

We aim to:

- raise awareness of the **True Vision website** to encourage third-party reporting when people don't want to report directly to police (reporthate.victimsupport.org.uk in Wales)
- signpost people to **Tell MAMA** for reporting anti-Muslim incidents if they don't feel comfortable reporting to the police
- signpost people to **Community Security Trust (CST)** for reporting antisemitic incidents if they don't feel comfortable reporting to the police
- educate the public about hate crime to enable people to identify it when it happens to them





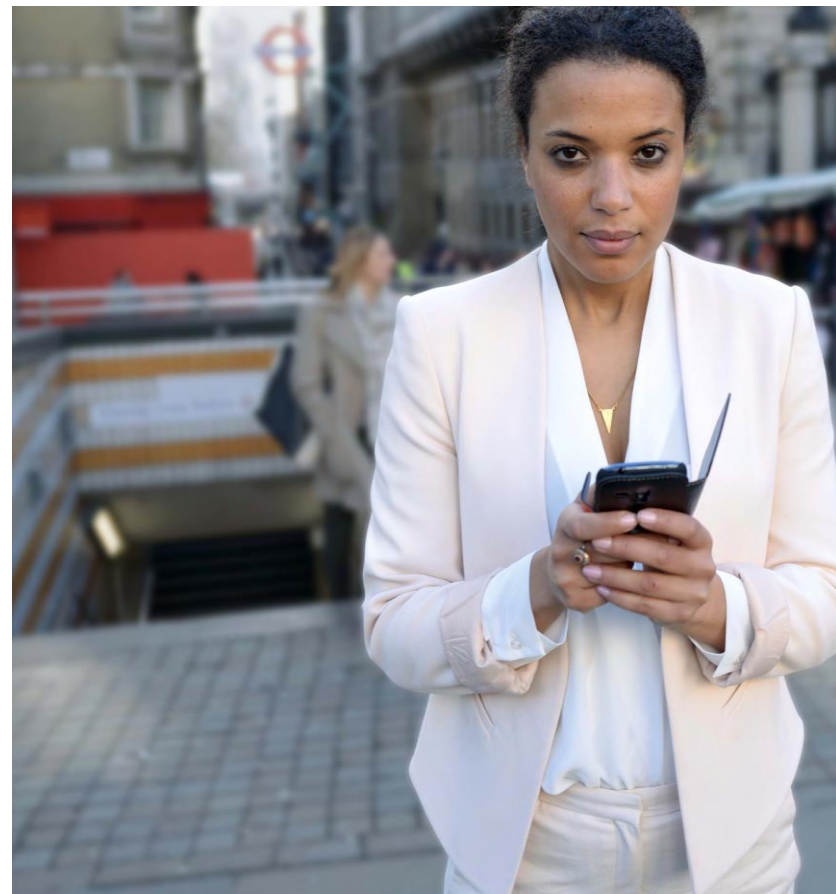
Sexual Offences

Between 2005/06 and 2012/13, the number of sexual offences we recorded averaged 962 crimes per year. However, we believe that, in the past, sexual crime was significantly under-reported. In April 2013, we launched Project Guardian, which aimed to encourage passengers to report unwanted sexual behaviour. Two years later, we followed this up with the **'Report it to stop it'** campaign.

We are pleased that so many more victims have started to trust us by reporting these types of offences. In 2015/16, the number of reported sexual offences on the rail network rose by 39.5%, to 1,952 crimes.

We now want to build on that trust and ensure that we deal effectively with each and every case reported to us, and also invest in ways to prevent these offences from happening in the first place.

Through our crime review, we are committed to ensuring that more of our officers have the skills to support vulnerable victims and are given the necessary training to target and prosecute



Employee Engagement Group

BTP understands that quality employee engagement is a key indicator to successful implementation of any Diversity & Inclusion initiatives. The organisation needs to understand the nature of problems in order to be able to effectively design and evaluate solutions and has a number of ways in which it engages with employees of all ranks, role and location including a formal Employee Engagement Group (EEG), comprising a representative group of police staff and police officers at all ranks and grades.

Policy Consultation

BTP continues to include a wide-range of employees in the consultation phase of any proposed new policy, strategy, objective, activity or planned operation. Each new proposal is subject to a consultation period that involves liaising with key stakeholders and Subject Matter Experts who will be asked to review and comment on any disproportionate impact (positive or negative) on any individual(s) or group(s) who may or may not share protected characteristics. Similar consultation is also conducted with external communities via BTP's Independent Advisory Groups, where appropriate.

Equality, Diversity & Inclusion Forum

The Equality, Diversity & Inclusion Forum (EDIF), is a community-led working group formed of the Chairs & Deputy Chairs of BTP's Employee Support Associations.

The Forum members meet quarterly with the purpose of working collaboratively with each other; sharing best practice, ideas, strategies and activities as well as discussing trends and any emerging community concerns or tensions. The Forum is chaired by the Deputy Chief Constable and receives guidance from other Diversity & Inclusion Subject Matter Experts.

Membership of the Forum is extended to external referral agencies, charities and other community-focused organisations.



Carrying out an Equality Analysis

BTP (like all public sector organisations) has a responsibility to ensure that all of its policy, procedure and activities do not disproportionately impact on any individual or group; particularly those with protected characteristics as they are described in the Equality Act 2010. We have a duty of care to all of our customers, irrespective of their individual needs, and should actively take steps to remove or significantly reduce the impact that any of our activities may have.

In order to do this, we assess our policies to see whether there will (or could) be a potential for an impact on our communities as a direct result of its implementation. We refer to this as an Equality Analysis. The process usually starts with a review by the policy author which will consider if an impact is likely and, should one be identified, take steps to remove, mitigate or accept the risk based on expert advice and guidance as well as the thoughts and suggestions of a representative group of our communities.

Staff Association / Trade Union Negotiation

Engagement with BTP's Police Federation and Trade Unions continued throughout 2015-2016.



Welsh Language

British Transport Police operates in England, Scotland and Wales. As a national police service which has responsibility for policing the railway network throughout Wales; BTP, is committed to treating the Welsh and English languages on an equal basis in the discharge of its daily public business.

Employee Support Associations

BTP recognises that Employee Support Associations help to create a fair and inclusive workplace, by supporting staff in under-represented groups throughout the organisation. The BTP also values the contribution that the Employee Support Associations make in establishing and supporting positive links with under-represented communities throughout the UK; raising awareness of the organisation to those communities as well as facilitating an increasing community confidence in policing.

Employee Support Associations and Networks play an important part in contributing to BTP's successful performance against its Equality, Diversity & Inclusion aims and objectives, as well as providing a forum for helping the organisation to challenge under-representation, tackle discrimination, improve the understanding of a particular community and/or culture and provide welfare support, guidance and advice to our employees. The Employee Support Associations and Networks are self-governing; setting their own Terms of Reference & Constitution, Strategic Aims & Objectives and Committee Structures; with the Policy & Engagement Department providing a centralised coordinating role.

We also formed new relationships with the Gypsy, Roma, Travellers Police Association (GRTPA) and National Police Autism Association (NPAA); including agreeing to recognise representatives for each group from within BTP's workforce.

- Association of Muslim Police (AMP)
- Christian Police Association (CPA)
- Disability Equality Support Association (DESA)
- Female Police Association (FPA)
- Lesbian, Gay, Bisexual and Transgender Support Network (LINK)
- Support Association for Minority Ethnic staff (SAME)



Positive Action¹

Although policing continues to change substantially, the representation of BME and female officers at all ranks and in specialist roles has remained disproportionately low within British Transport Police.

In order to provide a service that is reflective of our communities; police forces are being encouraged to use 'Positive Action' initiatives in recruitment, progression and promotion activities. Only by attracting, recruiting, developing and retaining officers from under-represented groups will we be able to bring about greater trust and confidence from the diverse communities that we serve.

'Positive Action' refers to the methods and activities used in order to encourage people from under-represented groups, or those groups who have historically experienced disadvantages, in applying for employment or accessing development and promotion.

It is evidence based, which means that under-representation across the workforce is based on actual demographic data against our workforce data which will show any real (not perceived) disproportion. Ability and merit are not ignored, however we are able to select a candidate from an under-represented group (e.g. a particular ethnicity or gender) over a candidate who is not from that group providing they have the same ability as the other candidates. However, it should be remembered that this approach is only ever applied in very rare circumstances and is often described as a "tie-break option". We want to be able to attract and support talent no matter what their race (ethnicity), sexuality, faith, gender, disability or any other background is.

Why is representation so important?

- We want to build a working environment that is representative of the communities that we serve and that encourages all employees to make progress and develop.
- We want to identifying and engaging with vulnerable and minority passengers to address their concerns and promote confidence in the use of the railways, as well as embed a culture of inclusiveness, dignity and respect within BTP.
- A representative workforce can help us to tackle community tensions by allowing us to engage with seldom heard or 'at risk' communities

¹ <http://www.legislation.gov.uk/ukpga/2010/15/section/159>



BTP has applied Positive Action throughout 2015-2016 in order to specifically increase the representation of BME and female officers in the workforce across all ranks as well as to address the lack of BME and female officers at senior ranks and within Specialist Departments; such as CID, Counter Terrorism and Public Order Units.

We have purposefully set demanding targets to ensure that we represent the community that we serve and are able to attract and support talent irrespective of their race, colour, sexuality, gender or any other perceived or actual background.

This Positive Action activity has included a number of specialist careers 'open days' taking place at various locations throughout the year, as well as regular workshops for potential police officer and PCSO future recruits from under-represented groups.

Positive Action Recruitment Team

Taking a Positive Action approach to attraction and recruitment has been led throughout 2015-2016 by a dedicated Positive Action Recruitment Team (PART) with progress regularly reviewed by the Chief Officer Group. So far, the team has delivered:

- Regular and repeat attendance at career open days at schools, colleges and jobs fairs
- Targeted recruitment adverts in local and national press
- Regular Positive Action workshops and events to help applicants prepare for a police assessment centre. On average, over 150 individuals attend each workshop
- Positive Action events linked to the assessment for promotion programme. BTP offers dedicated Positive Action event to support each promotion and assessment process for existing employees looking to be promoted at all ranks

Community Volunteers



Volunteer Police Cadets

Introduced in 2015, our Volunteer Police Cadets are a voluntary uniformed youth group for young people aged between 13 and 18 who are interested in making a difference to their communities. Run by police officers and staff volunteers, we have two groups – one in Birmingham and one in London (Islington) and volunteers from all backgrounds are encouraged to join. [Find out more about our Cadets](#)



Community Volunteering

BTP currently has a community volunteer scheme (CVS) which allows volunteers to donate their time and work alongside the organisation. Volunteers assist in a variety of roles including administrative duties and community engagement with an aim to free up police staff to concentrate on front line duties. All departments within BTP are required to identify and fill as many volunteering opportunities as would benefit their teams. The scheme incorporates youth volunteering and allows those aged between 16 and 18 year olds the opportunity to volunteer with BTP on community engagement initiatives. This initiative is being run in conjunction with Further Education institutions and colleges who run Emergency Service / Policing courses such as the Certificate of Knowledge in Policing (CKP). [Find out more about our Volunteers](#)

Independent Advisory Groups

We have set up Independent Advisory Groups in different regions across England, Scotland and Wales in order to help us engage with communities, develop our plans and operational activities and to act as critical friends reviewing our activity and operations. IAGs help ensure our policing style reflects the needs of the whole community by:

- Observing operations
- Acting as consultants and 'critical friends' about our activities
- Commenting on how what we do may impact on communities
- Assisting with the development of our local and national policing plans
- Advising us on how actions are interpreted by members of the public.

[Find out more about our Independent Advisors](#)

Our people

260 (8.5%) of our police officers,
41 (13.7%) of our special officers,
68 (18.7%) of our police community
support officers and
354 (21.6%) of our police staff are
from **ethnic minorities**.

563 (18.4%) of our police officers,
57 (19.2%) of our special officers,
93 (25.6%) of our police community
support officers and
846 (51.6%) of our police staff are
women

3,058

police officers

297

special officers

362

police community
support officers

1,639

police staff



Part 2: Building a Representative Workforce

British Transport Police continually works to build and maintain a working environment that is representative of the communities that we serve and that encourages all staff to progress and develop. We will do this by:-

- Ensuring that our workforce is representative of the geographical areas we work in and railway passengers and staff
- Using Positive Action where appropriate in our recruitment & attraction strategies
- Refining our Attraction Strategy for entry points (recruitment) into BTP (e.g. apprenticeships, cadets, specials, PCSOs) at under-represented groups
- Providing learning, training and knowledge (based on role and seniority) so that all our employees understand and are capable of carrying out their Equality & Diversity responsibilities
- Ensuring all employees have access to development and those from under-represented groups are supported in achieving their potential
- Senior Managers making Diversity & Inclusion issues an integral part of regular communications and management meetings; demonstrating how the work they are responsible for has benefited from this consideration

Workforce Demographics

You will find in this section a report from the BTP People & Development Team outlining employee workforce monitoring and profile data from 2015 - 2016.

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.

All diversity data in BTP is held confidentially.

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

Data gaps may occur in this report for three reasons.

- The numbers involved in the datasets are too low for effective analysis or might risk identification of individuals.
- Systems 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.

Our People

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

Employee Profile by Age

- Police officers and police staff groups both have lower representation of those under 30 (18.34% and 22.01% respectively) compared to population trends (27.4%), however both categories have continued to increase since 2013-2014.
- Special constables (58.14%) and PCSOs (47.11%) both have higher levels of employees under 30 than the population trends (27.4%).
- All employee groups have lower levels of those over 60 compared to the general population. The low rates for police officers and special constables could be attributed to the compulsory retirement ages applied to these roles and will mean that it is unlikely that BTP will be able to have a representative workforce in these categories.

Employee Profile by Disability

- There continues to be high levels of non-declaration for this category. However, self-declarations had increased year-on-year since BTP first started capturing this data until 2014-2015. For the first time, the number of employees choosing to make no declaration of their disability status (those shown as 'blank') has increased substantially across categories.
- All employee groups show under-representation for disability in comparison with 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

- Police staff and PCSOs show the highest level of BME employees (21.57% and 18.73%) followed by special constables (13.68%) and police officers (8.51%) and all employee groups show levels higher than the general population (6.8%).
- All employee groups have seen an increase in the number of BME employees on the previous year (2014-2015), with the overall BME workforce increasing from 11.97% to 13.41%.
- The number of employees across all roles not declaring their ethnicity has decreased year on year since records began; with the total workforce not declaring any ethnicity dropping again from 3.64% in April 2015 to 3.13% in April 2016. The most noticeable decrease has been PCSOs, dropping from 10.1% in 2011-2012 to 3.10% in 2015-2016.

Employee Profile by Gender

- Female police officers (18.44%), special constables (19.27%) and PCSOs (25.62%) are all under-represented in comparison with the population (51%), with Special Constables showing the lowest level.
- Police officers, Special Constables and PCSO's all saw an increase in female representation, with the overall female workforce increasing marginally from 28.84% to 28.97%.
- Special Constables saw the largest increase in female representation, increasing from 14.11% in 2014-2015 to 19.27% in 2015-2016.
- There was a small drop in female police staff, from 52.90% to 51.62%. This remains an over-representation within the workforce based on Labour Market Statistics.

Employee Profile by Sexual Orientation

- There has been a growing number of non-declarations in this category, with the recording of overall decreases for a second successive year since monitoring of this category was first introduced. In 2008-2009 76.2% of employees did not complete this section of self service. In 2010-2011 this dropped to 70.3% of employees, in 2011-2012 this dropped again to 60.9% of employees and this has dropped further to 60.37% in 2013-2014. This has subsequently started to rise again, from 62.70% in 2014-2015 to 66.38% this year. This decrease in declarations would imply that employees are less comfortable with the sharing of this data.
- The only increases in self-declaration in this category have been the number of Police Officers declaring their sexual orientation as bisexual (0.62%, increasing from 0.61%) and gay/lesbian (2.68%, increasing from 2.62%).
- The total number of employees declaring their sexual orientation as heterosexual also decreased across all employee groups for the first time. However, with the parallel increase in the number of non-declarations (those who do not complete this section at all) it is unlikely that this is evidence of an actual decrease in the number of heterosexual employees.
- 3.19% of the total workforce declare themselves as gay/lesbian or bisexual, which is considerably lower than the national estimated population level of 6%; and a further decrease on the 2014-2015 total workforce figures (3.39%).

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 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 reflected in the distribution shown in the graph in relation to age and management level.

Police Staff Management Profile by Age

- The only management level without police staff representation is within the <30 age category. However, it is generally accepted that seniority is reached with developing levels of experience and therefore it is rare to find individuals under the age of 30 within Executive roles.
- 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

- There are no police officers at Manager or Executive level who have declared a disability and due to low declaration levels it is not possible to draw any conclusions from this data at this time. The only change position has not changed from the previous performance year, 2013-2014.
- Against trend, there has been an increase in the number of supervisors (0.24%, an increase from 0.00%) who have declared a disability.
- The level of non-declaration rates rise proportionately in line with a police officers rank. This may indicate that senior ranked police officers feel less confident in declaring a disability to the organisation than those at lower ranks.

Police Staff Management Profile by Disability

- In a change from the previous year, self-declaration rates are now higher for police officers than police staff. However, non-disclosure rates (those shown as 'blank') are below 50% at all levels.

Police Officer Management Profile by Ethnicity

- The level of BME workers (8.94%) is over-represented in comparison with the BTP population (8.51%) whilst BME populations for all other management levels (Supervisor, Manager and Executive) are lower than the BTP population.
- The level of BME Supervisors has risen notably from 6.7% in 2013-2014 to 8.37% in 2015-2016.
- The table would indicate that the number of BME police officers decreases in line with the increase of rank.
- There was a noticeable decrease in BME police officers at Executive rank (superintendent and above) in 2014-2015, falling from 2.70% to 0.00% (none). This figure has remained the same and there are currently no BME officers at substantive superintendent rank or above.

Police Staff Management Profile by Ethnicity

- There is BME representation at all police staff management levels, with 12.82% at Executive, 26.89% at Manager and 18.65% at Supervisor level.
- Executives have seen the most dramatic decrease in BME employee representation, with representation rising from 15.63% to 21.10% in 2014-2015 and dropping again to 12.82% in 2015-2016.

Police Officer Management Profile by Gender

- Supervisors (14.59%), Managers (17.44%) and Executives (7.14%) all have lower proportionate levels of females than the BTP population (18.44%). Only females at Worker level have a proportionately higher representation than the BTP population.
- Female officers at Manager (14.66% to 17.44%) and Worker (19.01% to 19.31%) level have both increased during 2015-2016 with the highest ranked roles, those at Executive level, decreasing from 8.33% to 7.14% during the same period.

Police Staff Management Profile by Gender

- There are a higher percentage of males in police staff management positions at all levels (Supervisor, Manager & Executive) compared to females. Female representation at every management level has decreased from the previous year, with the most dramatic decrease at management levels being seen at Executive (from 48.62% to 41.03%).

Police Officer Management Profile by Sexual Orientation

- For the second year, there has been a small increase in police officers declared themselves as bisexual at Supervisor level from the previous year; increasing from 0.00% to 0.63% in 2014-2015 and 0.72% in 2015-2016.
- Disclosure levels remain low across all police officer ranks; with the lowest level of self-declaration being recorded at Executive level (39.29%). This could indicate that police officers feel less confident in disclosing their sexual orientation as they reach the highest rank of office as well as at the beginning of their career. The change in trend for those in the middle ranks (at Manager and Supervisor level) cannot be seen as a confidence in declaring their sexual orientation to the organisation due to the incredibly low self-declaration rates across all levels.

Police Staff Management Profile by Sexual Orientation

- No Executives or Managers declared themselves as bisexual; however there is representation of gay/lesbian police staff across all levels of the Management structure.

Recruitment, Retention and Progression

This section of the report looks at the employee life cycle, through recruitment, retention and progression. BTP is committed to recruiting, progressing and retaining a representative workforce and use 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 starts during 2015-2016. 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 58.55%, police staff 43.14%, special constable 67.61% and PCSO 70.99%) in comparison with the population (27.4%)

The only category that saw new starters from the over 60 category were Police Staff, which will be explained by the presence of compulsory retirement ages and fitness requirements for all other operational Police Officer, Special Constable and PCSO roles.

New Starters by Ethnicity

There were higher percentages of new starters from all BME ethnicities across the employee types compared to their associated populations, with the only exception being Special Constables from the Chinese / Other ethnicity.

There was an overall higher percentage of BME new starters (21.03%) compared to the population (6.8%); an increase from the 15.06% of BME new starters recorded during 2014-2015.



New Starters by Disability

BTP were unable to record the disability status of our new starters for a large proportion of 2015/16

New Starters by Gender

Female police officer starters, although at a lower level (21.71%) than the general population (51%), is higher than the current BTP police officer workforce population (18.44%). However this is a drop in female police officer workforce from the previous year from 22.52% to 21.71%.

New Starters by Sexual Orientation

Declaration levels in this category have been too low to allow us to report on this data accurately, with the level of non-disclosure increasing again in 2015-2016 with 88.24% of all new starters not declaring their sexual orientation. This is a further decrease in declaration rates (from the previous year's rate of 80.62%) of new starters not declaring a sexual orientation to the business. In line with other workforce datasets, this is a worrying trend which would indicate a decreasing confidence in new starters declaring their sexual orientation to the organisation which may indicate an increasing perception that an employee's sexual orientation may prove detrimental to a career in the police service.

Leavers

This section of the report looks at the profile of employees leaving BTP during 2015-2016. Comparisons are made with BTP workforce population data in terms of proportionality.

Leavers by Age

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. As such, it is usual to expect to see a spike in police officer leavers at the 45-59 age bracket (56.74%), as this would consider an officer's anticipated 30 year service. However, recent trends have indicated that police officers no longer complete 30 years' service and the number of officers leaving in this 45-59 bracket is dropping year on year.

Data Tables

Unless otherwise noted, all data has been sourced from BTP's HR Data Warehouse and Management System, ORIGIN. All data is for the performance year running from 1 April 2015 to 31 March 2016 inclusive.

Employee Profile by Age

Age Profile	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ² (Britain)
<30	18.34%	58.14%	22.01%	47.11%	23.65%	27.4%
30-44	45.31%	30.23%	37.66%	33.61%	41.36%	35.3%
45-59	35.70%	11.63%	34.10%	17.91%	32.65%	29.6%
60+	0.65%	0.00%	6.23%	1.38%	2.35%	7.7%

Employee Profile by Disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ³ (Britain)
Y	1.14%	2.66%	1.68%	2.48%	1.48%	19%
N	53.55%	41.86%	56.48%	58.68%	54.12%	81%
(blank)	45.31%	55.48%	41.83%	38.84%	44.40%	

Employee Profile by Gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ⁴ (Britain)
Male	81.56%	80.73%	48.38%	74.38%	71.03%	49%
Female	18.44%	19.27%	51.62%	25.62%	28.97%	51%

² Population data estimates based on Labour Market Statistics

³ Population data estimates provided by the Business Disability Forum

⁴ Population data estimates based on Labour Market Statistics

Employee Profile by Ethnicity

Ethnic Origin 5+1	Police Officer	Special Constable	Police Staff	PCSO	Workforce Total	Population ⁵ (Britain)
White	88.36%	83.72%	74.88%	79.61%	83.44%	93.2%
Mixed	2.39%	2.33%	2.49%	4.13%	2.53%	0.8%
Asian or Asian British	3.37%	8.31%	11.66%	9.09%	6.53%	3.4%
Black or Black British	2.26%	2.99%	6.55%	4.68%	3.75%	1.8%
Chinese Other Ethnic Group	0.49%	0.00%	0.87%	0.83%	0.60%	0.8%
Not Stated	3.14%	2.66%	3.55%	1.65%	3.13%	

Employee Profile by Sexual Orientation

Sexual Orientation	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁶ (Britain)
Bisexual	0.62%	0.66%	0.12%	1.65%	0.54%	
Gay/Lesbian	2.68%	4.65%	2.24%	2.48%	2.65%	6%
Heterosexual	24.09%	17.61%	32.11%	22.31%	26.02%	94%
Prefer not to say	5.62%	1.66%	2.93%	3.03%	4.41%	
(blank)	66.98%	75.42%	62.59%	70.52%	66.38%	

Police Officer Management Profile by Age

Age Profile	Executive	Manager	Supervisor	Worker	Workforce Total
<30	0.00%	0.00%	1.44%	22.95%	18.34%
30-44	17.86%	32.82%	46.17%	46.48%	45.31%
45-59	82.14%	65.64%	50.48%	30.19%	35.70%
60+	0.00%	1.54%	1.91%	0.37%	0.65%

⁵ Population data estimates based on Labour Market Statistics

⁶ Population data estimates provided by Stonewall

Police Staff Management Profile by Age

Age Profile	Executive	Manager	Supervisor	Worker	Workforce Total
<30	0.00%	4.38%	20.63%	33.73%	26.64%
30-44	41.03%	53.75%	40.26%	32.70%	36.91%
45-59	51.28%	36.88%	34.32%	27.97%	31.11%
60+	7.69%	5.00%	4.79%	5.59%	5.34%

Police Officer Management Profile by Disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce Total
Y	0.00%	0.00%	0.24%	1.41%	1.14%
N	32.14%	33.33%	45.45%	56.82%	53.55%
(blank)	67.86%	66.67%	54.31%	41.77%	45.31%

Police Officer Management Profile by Disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce Total
Y	0.00%	0.00%	0.24%	1.41%	1.14%
N	32.14%	33.33%	45.45%	56.82%	53.55%
(blank)	67.86%	66.67%	54.31%	41.77%	45.31%

Police Staff Management Profile by Disability

Disabled	Executive	Manager	Supervisor	Worker	Workforce Total
Y	0.00%	0.63%	1.32%	2.32%	1.83%
N	53.85%	55.63%	59.08%	56.02%	56.89%
(blank)	46.15%	43.75%	39.60%	41.65%	41.28%

Police Officer Management Profile by Ethnicity

Ethnic Origin 5+1	Executive	Manager	Supervisor	Worker	Workforce Total
White	96.43%	93.33%	88.28%	87.88%	88.36%
Mixed	0.00%	2.05%	2.39%	2.44%	2.39%
Asian or Asian British	0.00%	0.51%	3.11%	3.68%	3.37%
Black or Black British	0.00%	1.03%	2.63%	2.32%	2.26%
Chinese Other Ethnic Group	0.00%	1.03%	0.24%	0.50%	0.49%
Not Stated	3.57%	2.05%	3.35%	3.18%	3.14%

Police Staff Management Profile by Ethnicity

Ethnic Origin 5+1	Executive	Manager	Supervisor	Worker	Workforce Total
White	84.62%	70.00%	78.22%	74.96%	75.75%
Mixed	5.13%	1.88%	2.31%	3.10%	2.80%
Asian or Asian British	5.13%	15.63%	11.22%	10.76%	11.18%
Black or Black British	2.56%	8.13%	4.79%	6.80%	6.20%
Chinese Other Ethnic Group	0.00%	1.25%	0.33%	1.12%	0.86%
Not Stated	2.56%	3.13%	3.14%	3.27%	3.20%

Police Officer Management Profile by Gender

	Executive	Manager	Supervisor	Worker	Workforce Total
Male	92.86%	82.56%	85.41%	80.69%	81.56%
Female	7.14%	17.44%	14.59%	19.31%	18.44%

Police Staff Management Profile by Gender

Gender	Executive	Manager	Supervisor	Worker	Workforce Total
Male	58.97%	58.75%	50.83%	53.44%	53.18%
Female	41.03%	41.25%	49.17%	46.56%	46.82%

Police Officer Management Profile by Sexual Orientation

	Executive	Manager	Supervisor	Worker	Workforce Total
Bisexual	0.00%	0.00%	0.72%	0.66%	0.62%
Gay/Lesbian	0.00%	5.64%	1.67%	2.65%	2.68%
Heterosexual	39.29%	33.85%	32.78%	21.63%	24.09%
Prefer not to say	0.00%	5.13%	9.57%	5.05%	5.62%
(blank)	60.71%	55.38%	55.26%	70.02%	66.98%

Police Staff Management Profile by Sexual Orientation

Sexual Orientation	Executive	Manager	Supervisor	Worker	Workforce Total
Bisexual	0.00%	0.00%	0.17%	0.60%	0.41%
Gay/Lesbian	5.13%	1.88%	2.64%	2.07%	2.29%
Heterosexual	28.21%	38.13%	32.84%	27.97%	30.30%
Prefer not to say	5.13%	5.00%	2.48%	2.84%	2.95%
(blank)	61.54%	55.00%	61.88%	66.52%	64.06%

New Starters by Age

Age Profile	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁷ (Britain)
<30	58.55%	67.61%	43.14%	70.99%	55.88%	27.4%
30-44	32.24%	23.24%	25.71%	22.14%	26.97%	35.3%
45-59	9.21%	9.15%	27.71%	6.87%	15.86%	29.6%
60+	0.00%	0.00%	3.43%	0.00%	1.29%	7.7%

⁷ Population data estimates based on Labour Market Statistics

New Starters by Disability

Disabled	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁸ (Britain)
Y	0.00%	0.00%	0.00%	2.29%	0.32%	19%
N	0.00%	0.00%	0.00%	10.69%	1.51%	81%
(blank)	100.00%	100.00%	100.00%	87.02%	98.17%	

New Starters by Ethnicity

Ethnic Origin 5+1	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ⁹ (Britain)
White	85.53%	79.58%	69.43%	77.10%	77.35%	93.2%
Mixed	3.29%	1.41%	3.14%	5.34%	3.24%	0.8%
Asian or Asian British	5.92%	12.68%	13.71%	9.92%	10.46%	3.4%
Black or Black British	2.96%	4.23%	10.29%	6.11%	6.36%	1.8%
Chinese Other Ethnic Group	0.99%	0.00%	1.14%	1.53%	0.97%	0.8%
Not Stated	1.32%	2.11%	2.29%	0.00%	1.62%	

New Starters by Gender

Gender	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ¹⁰ (Britain)
Male	78.29%	76.76%	50.86%	72.52%	66.88%	49%
Female	21.71%	23.24%	49.14%	27.48%	33.12%	51%

⁸ Population data estimates provided by the Business Disability Forum

⁹ Population data estimates based on Labour Market Statistics

¹⁰ Population data estimates based on Labour Market Statistics

New Starters by Sexual Orientation

Sexual Orientation	Police Officer	Special Constable	Police Staff	PCSO	Grand Total	Population ¹¹ (Britain)
Bisexual	0.99%	0.00%	0.00%	0.00%	0.32%	6% 94%
Gay/Lesbian	1.64%	0.70%	1.71%	1.53%	1.51%	
Heterosexual	6.58%	1.41%	13.71%	10.69%	9.06%	
Prefer not to say (blank)	1.32%	0.00%	1.14%	0.00%	0.86%	
	89.47%	97.89%	83.43%	87.79%	88.24%	

Leavers by Age

Age Profile	Leavers by Age								Grand Total
	Police Officer		Special Constable		Police Staff		PCSO		
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
<30	11.63%	18.34%	68.24%	58.14%	24.49%	22.01%	55.42%	47.11%	30.10%
30-44	20.47%	45.31%	23.53%	30.23%	35.51%	37.66%	32.53%	33.61%	28.34%
45-59	56.74%	35.70%	8.24%	11.63%	28.57%	34.10%	9.64%	17.91%	32.96%
60+	11.16%	0.65%	0.00%	0.00%	11.43%	6.23%	2.41%	2.35%	8.60%

Leavers by Disability

Leavers by Disability									Grand Total
	Police Officer		Special Constable		Police Staff		PCSO		
	BTP		BTP		BTP		BTP		
Disabled	Leavers	Population	Leavers	Population	Leavers	Population	Leavers	Population	
Yes	0.47%	1.14%	4.71%	2.66%	2.04%	1.68%	2.41%	2.48%	1.91%
No	46.05%	53.55%	68.24%	41.86%	66.12%	56.48%	80.72%	58.68%	61.46%
(blank)	53.49%	45.31%	27.06%	55.48%	31.84%	41.83%	16.87%	38.84%	36.62%

¹¹ Population data estimates provided by Stonewall

Leavers by Ethnicity

Ethnic Origin 5+1	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	BTP		BTP		BTP		BTP		
	Leavers	Population	Leavers	Population	Leavers	Population	Leavers	Population	
White	94.42%	88.36%	80.00%	83.72%	77.14%	74.88%	86.75%	79.61%	84.71%
Mixed	1.40%	2.39%	0.00%	2.33%	1.22%	2.49%	4.82%	2.53%	1.59%
Asian or Asian British									
Black or Black British	1.86%	3.37%	9.41%	8.31%	7.76%	11.66%	2.41%	6.53%	5.25%
Chinese									
Other Ethnic Group	0.00%	2.26%	4.71%	2.99%	8.57%	6.55%	2.41%	3.75%	4.30%
Not Stated	0.00%	0.49%	0.00%	0.00%	1.63%	0.87%	0.00%	0.60%	0.64%
	2.33%	3.14%	5.88%	2.66%	3.67%	3.55%	3.61%	3.13%	3.50%

Leavers by Gender

Gender	Police Officer		Special Constable		Police Staff		PCSO		Grand Total
	BTP		BTP		BTP		BTP		
	Leavers	Population	Leavers	Population	Leavers	Population	Leavers	Population	
Male	86.51%	81.56%	88.24%	80.73%	45.31%	48.38%	74.70%	74.38%	69.11%
Female	13.49%	18.44%	11.76%	19.27%	54.69%	51.62%	25.30%	25.62%	30.89%

Leavers by Sexual Orientation

Sexual Orientation									Grand Total
	Police Officer		Special Constable		Police Staff		PCSO		
	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	Leavers	BTP Population	
Bisexual Gay/Lesbian Heterosexual Prefer not to say (blank)	1.40%	0.62%	1.18%	0.66%	0.00%	0.12%	0.00%	1.65%	0.64%
	1.86%	2.68%	3.53%	4.65%	3.27%	2.24%	6.02%	2.65%	3.18%
	26.98%	24.09%	27.06%	17.61%	35.10%	32.11%	30.12%	26.02%	30.57%
	7.44%	5.62%	2.35%	1.66%	2.45%	2.93%	7.23%	4.41%	4.78%
	62.33%	66.98%	65.88%	75.42%	59.18%	62.59%	56.63%	66.38%	60.83%

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