

MAKING THE BRITISH TRANSPORT POLICE A DIVERSE WORKFORCE

CHALLENGE

The British Transport Police (BTP) is the national police force for the railways in England, Scotland and Wales. Every day, the force polices the journeys of more than six million passengers over 3,000 railway stations and depots. It has an aim to get these members of the public home safe, secure and on time. Critical to achieving this is having a workforce that reflects the communities it serves, including having officers that share cultural experiences and backgrounds to the diverse population of Great Britain.

WHAT LED TO THE NEED FOR A NEW SYSTEM?

The BTP is a busy force with over 550 vacancies to fill each year to support the operations of its force, which includes 1,400 head office staff helping to ensure over 3,400 officers can police 10,000 miles of track and face all of the challenges they meet. It was struggling to attract applications to fill these roles and was particularly keen to progress applications from women and black minority ethnic applicants to better reflect some of the diverse communities across the country.

WHAT DID OLEEO DELIVER?

The Oleeo Recruiting Enablement Platform for Police was delivered to the BTP, helping to reshape the recruitment process. Since then, a new recruitment approach was launched to streamline applications from attraction through to on-boarding. Crucially, this allows the force to monitor diversity performance and host events to maintain positive perceptions from all applicants whatever their background.

Commended by the Association of Chief Police Officers, Oleeo is used by over 60% of the forces in England and Wales and is the only solution built in line with national application forms accelerating time to hire to make sure officers spend more time on the beat. Oleeo forms are configurable to the needs of regional recruitment teams to help ensure forces recruit to reflect the communities they serve.

“Oleeo has really helped the BTP to make the most of events and make applications more user-friendly to effectively meet our organisational goals and increase recruitment in line with diversity targets. The management information and talent pool it always provides helps us to make recruitment campaigns much more successful and relevant to applicants.”

Ashninder Malhi,
Strategic Resourcing Manager, BTP



the number of opportunities to join the BTP in 2016



the number of different roles that the BTP has to fill



RESULTS

Key results identified by The British Transport Police

Improved use of provisions

Improved use of government positive action provisions to improve diversity in their workforce when recruiting and promoting candidates.

Doubled minority applicants

Compared to previous years, these actions have doubled the numbers of successful female and black and minority ethnic applicants.

Ability to find candidates from specific talent pools

The BTP are also able to use the Oleeo system to hold talent pool applications and have continuous engagement with promising talent who want to join the force outside of a normal application window.

More candidate friendly

Oleeo has made applications more candidate friendly and support the BTP with events to fulfil this need.

Detailed reports and filters

Oleeo provides the BTP with detailed reports and filters so they can report information to ministers or chief constables at any given time and demonstrate full compliance in doing so.

MORE POWERFUL TOGETHER



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OLEEO CASE STUDY

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