



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:18/03/2024

2024/247 - Promotion

In response to your recent request for information regarding;

1. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Sergeant, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2020 data

Count of Payroll	Column Labels			
Row Labels	Fail	Pass	Grand Total	
F	1	8	9	
M	3	12	15	
Grand Total	4	20	24	

2021 Data

Row Labels	Count of Payroll	Overall Rate	Pass rate for Gender
Pass	24		
Female	6	25%	60.0%
Male	18	75%	52.9%
Unsuccessful	20		Unsuccessful rate
Female	4	20%	40.0%
Male	16	80%	47.1%
Grand Total	44		

2022 Data

Ethnicity -					Gender -		Passed		
							Unsuccessful		
White English		Passed	1	1.96%	Male	Passed	4	7.84%	
		Unsuccessful	2	3.92%		Unsuccessful	2	3.92%	
	White Welsh	Passed	16	31.37%	Female	Passed	6	11.76%	
		Unsuccessful	7	13.73%		Unsuccessful	1	1.96%	
	White British	Passed	15	29.41%	Unknown	Passed	24	47.06%	
		Unsuccessful	10	19.61%		Unsuccessful	14	27.45%	
Sexual Orientation	Gay/Lesbian	Passed	0	0.00%	Area -	OSS	Passed	3	5.88%
		Unsuccessful	0	0.00%		Unsuccessful	1	1.96%	
	Prefer to self describe	Passed	0	0.00%		Crime Services	Passed	4	7.84%
		Unsuccessful	1	1.96%		Unsuccessful	6	11.76%	
	Bisexual	Passed	0	0.00%		LPS Eastern	Passed	8	15.69%
		Unsuccessful	0	0.00%		Unsuccessful	2	3.92%	
	Prefer not to say	Passed	1	1.96%		LPS Central	Passed	7	13.73%
		Unsuccessful	1	1.96%		Unsuccessful	6	11.76%	
	Unknown	Passed	7	13.73%		LPS Western	Passed	12	23.53%
		Unsuccessful	4	7.84%		Unsuccessful	2	3.92%	
	Heterosexual/ Straight	Passed	26	50.98%	Legal Sex -	Female	Passed	13	25.49%
		Unsuccessful	11	21.57%		Unsuccessful	6	11.76%	
						Male	Passed	21	41.18%
						Unsuccessful	11	21.57%	

2023 Data

Ethnicity	WHITE BRITISH / WHITE WELSH	Passed	26	62%
		Unsuccessful	14	33%
	PREFER NOT TO SAY	Passed	2	5%
		Unsuccessful	0	0%
Sexual Orientation	BISEXUAL	Passed	2	5%
		Unsuccessful	1	2%
	HETEROSEXUAL/STRAIGHT	Passed	19	45%
		Unsuccessful	12	29%
	PREFER NOT TO SAY	Passed	2	5%
		Unsuccessful	1	2%
	UNKNOWN	Passed	5	12%
		Unsuccessful	0	0%
Legal Sex	Male	Passed	19	45%
		Unsuccessful	10	24%
	Female	Passed	9	21%
		Unsuccessful	4	10%
Positive Action Support Received	Yes	Passed	6	14%
		Unsuccessful	2	5%
	No	Passed	22	52%
		Unsuccessful	12	29%
Gender Identity	Man	Passed	19	45%
		Unsuccessful	10	24%
	Woman	Passed	9	21%
		Unsuccessful	4	10%
Area	CRIME	Passed	11	26%
		Unsuccessful	4	10%
	LPS CENTRAL	Passed	7	17%
		Unsuccessful	3	7%
	LPS WESTERN	Passed	7	17%
		Unsuccessful	2	5%
	LPS EASTERN	Passed	2	5%
		Unsuccessful	3	7%
	OSS	Passed	0	0%
		Unsuccessful	2	5%
Reasonable Adjustments Received	Yes	Passed	3	7%
		Unsuccessful	3	7%
	No	Passed	25	60%
		Unsuccessful	11	26%

2. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2020 Data

Row Labels	Count of Name
F	3
Fail	2
Pass	1
M	14
Fail	5
Pass	9
Grand Total	17

2021 Data

Legal Sex with result		
Row Labels	Count of Payroll	%
Pass	16	
F	7	43.75%
M	9	56.25%
Unsuccessful	15	
F	5	33.33%
M	10	66.67%
Grand Total	31	

2022 Data

					Gender -	Male	Passed	8	29.63%	
Ethnicity -	White English	Unsuccessful	7	25.93%			Female	Unsuccessful	9	33.33%
		Passed	8	29.63%		Passed		5	18.52%	
	White Welsh	Unsuccessful	1	3.70%			Unsuccessful	5	18.52%	
		White British	Passed	2	7.41%		Area -	OSS	Passed	2
Unsuccessful	6		22.22%	Unsuccessful	1	3.70%				
					Crime Services	Passed		3	11.11%	
Sexual Orientation	Gay/Lesbian	Unsuccessful	1	3.70%		LPS Eastern		Unsuccessful	2	7.41%
		Passed	0	0.00%	Passed		2	7.41%		
	Prefer to self describe	Unsuccessful	0	0.00%	LPS Central	Unsuccessful	3	11.11%		
		Passed	1	3.70%		LPS Western	Passed	3	11.11%	
	Bisexual	Unsuccessful	1	3.70%	Corporate Services		Unsuccessful	4	14.81%	
		Passed	1	3.70%		Passed	1	3.70%		
	Prefer not to say	Unsuccessful	0	0.00%	Legal Sex -	Female	Unsuccessful	1	3.70%	
		Passed	6	22.22%			Passed	5	18.52%	
	Unknown	Unsuccessful	5	18.52%		Male	Unsuccessful	5	18.52%	
		Passed	5	18.52%			Passed	8	29.63%	
								Unsuccessful	9	33.33%
		Heterosexual/ Straight	Unsuccessful	7	25.93%					

No boards in 2023.

3. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Chief Inspector, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2020 Data

Count of Payroll	Column Labels			
Row Labels	F	M	Grand Total	
Fail		4	4	
Not passed Paper sift		1 4	5	
Pass		3 3	6	
Grand Total		4 11	15	

2021 Data

Gender	
Row Labels	Count of Payroll
F	3
Pass	3
M	12
Fail	9
Pass	3
Grand Total	15

2022 Data

After Board										
Legal Sex	Female	Passed	1	6.67%	Gender	FEMALE	Passed	0	0.00%	
		Unsuccessful	1	6.67%			Unsuccessful	1	6.67%	
	Male	Passed	3	20.00%		MALE	Passed	3	20.00%	
		Unsuccessful	10	66.67%			Unsuccessful	10	66.67%	
							Passed	1	6.67%	
							Unsuccessful	0	0.00%	
Ethnicity	ASIAN ANY OTHER ASIAN BGND	Passed	0	0.00%		Area	Corporate Services	Passed	1	6.67%
		Unsuccessful	1	6.67%				Unsuccessful	1	6.67%
	MIXED ANY OTHER MIXED ETHNIC BGND	Passed	0	0.00%	Crime Services		Passed	0	0.00%	
		Unsuccessful	1	6.67%			Unsuccessful	2	13.33%	
	WHITE BRITISH	Passed	2	13.33%	LPS		Passed	2	13.33%	
		Unsuccessful	3	20.00%			Unsuccessful	5	33.33%	
	WHITE WELSH	Passed	2	13.33%	OSS		Passed	0	0.00%	
		Unsuccessful	6	40.00%			Unsuccessful	3	20.00%	
Sexual Orientation	HETEROSEXUAL/STRAIGHT	Passed	2	13.33%	Area	External	Passed	1	6.67%	
		Unsuccessful	8	53.33%			Unsuccessful	0	0.00%	
	PREFER NOT TO SAY	Passed	0	0.00%						
		Unsuccessful	1	6.67%						
	UNKNOWN	Passed	2	13.33%						
Unsuccessful		2	13.33%							
					15					

2023 Data

Ethnicity	WHITE BRITISH / WHITE WELSH	17	85%	Gender Identity	Man	15	75%
	MIXED WHITE AND ASIAN	1	5%		Woman	5	25%
	UNKNOWN	2	10%				
Sexual Orientation	BISEXUAL	1	5%	Area	CRIME	2	10%
	HETEROSEXUAL/STRAIGHT	13	65%		LPS CENTRAL	5	25%
	PREFER NOT TO SAY	1	5%		LPS WESTERN	3	15%
	UNKNOWN	5	25%		LPS EASTERN	2	10%
Legal Sex	Male	15	75%		OSS	1	5%
	Female	5	25%		CORPORATE	4	20%
Positive Action Support Received	Yes	3	15%		EXTERNAL	3	15%
	No	17	85%	Detective Qualified	Yes	9	45%
					No	11	55%

4. Please can you supply the data to show how many police officers, broken down by gender, have applied for force promotion to Superintendent, how many have passed force selection processes, how many have then subsequently been temporarily promoted and how many have been substantively promoted in the last three financial years – 2020-2021, 2021-2022, 2022-2023. The data should include any 'detective' promotions too, if they are held separately please.

2020 Data – No Board

2021 – No Board

2022 data

4 applicants

3 male

1 female

2 Male Pass

2023 Data

5 applicants
2 female
3 male

2 female and 3 male pass

5. Please could you provide the numbers of applicants for ACC, DCC and CC posts, the number of temporary ACC, DCC and CC appointments and the number of substantive ACC, DCC and CC appointments in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender.

There have only been two formal recruitment processes run during the time period noted below. These were:

2022/23 Chief Constable process (3 applicants, 2 male, 1 female)
2021/22 Assistant Chief Constable process (2 applicants, 2 males)

6. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?

	2020/21	2021/22	2022/23	2023/24
FEMALE TOTAL	29	28	46	56
OFFICER	8	4	14	13
OTHER	2			
PCSO	1	2	2	11
STAFF	18	22	30	32
MALE TOTAL	15	27	36	35
OFFICER	5	7	12	18
OTHER			2	
PCSO	2	3	6	3
STAFF	8	17	16	14

7. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by ethnicity?

	2020/21	2021/22	2022/23	2023/24
OFFICER TOTAL	13	11	26	31
MIXED WHITE AND ASIAN		1		
MIXED WHITE AND BLACK				1
CARIBBEAN			1	
UNKNOWN			25	30
WHITE	13	10		
OTHER TOTAL	2		2	
WHITE	2		2	
PCSO TOTAL	3	5	8	14
PREFER NOT TO SAY				1
UNKNOWN	1			
WHITE	2	5	8	13

STAFF TOTAL	26	39	46	46
PREFER NOT TO SAY		1	1	
UNKNOWN		2	1	
WHITE	26	36	44	46

8. Please could you let me know the number of voluntary resignations in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by length of service?

	2020/21	2021/22	2022/23	2023/24
0 - 5 yrs	20	25	45	50
OFFICER	8	7	15	20
OTHER			1	
PCSO	1	2	6	6
STAFF	11	16	23	24
5 - 9 yrs	4	7	15	17
OFFICER		1	6	4
PCSO	2	1	1	4
STAFF	2	5	8	9
10 - 14 yrs	4	11	5	7
OFFICER		2	2	4
PCSO		1		
STAFF	4	8	3	3
15 - 19 yrs	9	3	7	11
OFFICER	4	1	1	1
OTHER	1			
PCSO		1	1	4
STAFF	4	1	5	6
20 - 24 yrs	4	1	6	5
OFFICER	1		1	2
OTHER	1			
STAFF	2	1	5	3
25 - 29 yrs		2	2	1
OFFICER			1	
STAFF		2	1	1
30 - 34 yrs	3	4		
STAFF	3	4		
Over 34 yrs		2	2	
OTHER			1	
STAFF		2	1	

9. Please could you let me know the number of officers declaring a disability in your force in each of the last three financial years - 2020-2021, 2021-2022, 2022-2023, all broken down by gender?

Disability	FY			
	2020/21	2021/22	2022/23	2023/24
Yes	111	120	124	116
F	45	50	57	53
M	66	70	67	63

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 15/03/2024