



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 31/01/2025

2025/049 - Recruitment and retention

In response to your recent request for information regarding;

Recruitment and retention (For each of the years 2019 2020 2021 2022 2023)

Total number of police officers recruited as student officers each year

2019/2020	
Number of Officers	IPLDP Entry
April 2019	11
June 2019	14
September 2019	19
October 2019	14
November 2019	2
January 2020	10
March 2020	2
Grand Total	72

Police Force	Financial Year		Values																																							
	Return Month		2020/21							2021/22							2022/23							2023/24							2024/25											
			PCDA	IPLDP	DHEP	DC DHEP	Pre Join	Police Now	Trans... joiners	PCEP	PCDA	IPLDP	DHEP	DC DHEP	Pre Join	Police Now	Trans... joiners	PCEP	PCDA	IPLDP	DHEP	DC DHEP	Pre Join	Police Now	Trans... joiners	PCEP	PCDA	IPLDP	DHEP	DC DHEP	Pre Join	Police Now	Trans... joiners	PCEP	PCDA	IPLDP	DHEP	DC DHEP	Pre Join	Police Now	Trans... joiners	PCEP
North Wales			32	78	22	0	0	0	15	0	68	0	60	12	0	0	4	0	55	0	58	0	19	0	12	0	14	74	22	0	11	0	11	0	9	0	13	0	12	0	8	60

Total number of resignations/dismissals from those recruited in the first 24 months of service Training (For each of the years 2019 2020 2021 2022 2023)

	<u>Number of Officers</u>
2019/2020	
October 2019	1

Return Month\YearMonth	Selector	Leavers
2020/21-Apr	IPLDP	1
2020/21-May	IPLDP	1
2020/21-Nov	IPLDP	1
2020/21-Jan	IPLDP	2
2020/21-Mar	IPLDP	1
2021/22-Apr	IPLDP	1
2021/22-Jul	PC DHEP	1
2021/22-Aug	IPLDP	1
2021/22-Oct	PCDA	1
2021/22-Feb	PCDA	1
2021/22-Mar	PC DHEP	2
2021/22-Mar	PCDA	1
2022/23-May	PCDA	1
2022/23-Jul	PC DHEP	1
2022/23-Sep	PC DHEP	2
2022/23-Sep	Direct Entry	1
2022/23-Sep	PCDA	1
2022/23-Oct	PC DHEP	2
2022/23-Oct	PCDA	2
2022/23-Nov	IPLDP	1
2022/23-Nov	PC DHEP	1
2022/23-Dec	PC DHEP	1
2023/24-Apr	PC DHEP	3
2023/24-Apr	PCDA	1
2023/24-May	PCDA	3
2023/24-Jun	PCDA	1
2023/24-Jul	PC DHEP	1
2023/24-Aug	PC DHEP	1
2023/24-Sep	PC DHEP	1
2023/24-Oct	PC DHEP	1
2023/24-Nov	PC DHEP	3
2023/24-Nov	PCDA	1
2023/24-Nov	Fre Join	1
2023/24-Dec	PC DHEP	2
2023/24-Jan	PCDA	3
2023/24-Mar	IPLDP	1
2023/24-Mar	PC DHEP	1
2024/25-Apr	PC DHEP	2
2024/25-May	PCDA	1
2024/25-Jun	DC DHEP	1
2024/25-Jun	IPLDP	1
2024/25-Jun	PC DHEP	1
2024/25-Jun	PCDA	1
2024/25-Jul	PC DHEP	2
2024/25-Jul	IPLDP	1
2024/25-Aug	PC DHEP	2
2024/25-Aug	PCDA	1
2024/25-Sep	IPLDP	1
2024/25-Oct	Other\ Unknown	1

Total number hours allocated to National Decision Model (NDM) Training for student officers in their first 24 months service.

Within Initial Training they have one discrete session which is a full morning or afternoon session of the training timetable. After this they have a two-week training programme of PPST which focuses on utilising the NDM to support their decision-making skills in practical scenarios.

Is there an assessment process that assesses student officers decision making in the first 24 -months service. If yes, please provide details of the assessment process used.

In their initial training period (22 weeks) the student officers undertake multiple practical scenarios which assess their competence in multiple areas including decision making around offences and options.

Does your force have NDM assessors specifically tasked with reviewing decision making of student officers making in the first 24 months service?

Student officers' decisions are reviewed by their first line manager after they have finished PDU. Their decision making is also tested on their PPST courses throughout their service.

If no, is this part of the Police Action Checklist (or equivalent) for student officers with their tutor constable?

N/A.

Does your force routinely review student officers' decision making to ensure it is accurate, consistent and effective. If yes, please provide the details of the review process and explain the methodology by which decisions are considered accurate, consistent and effective.

When the student officers are out operationally and in their tutor phase NDM will be discussed when looking at decisions made at incidents, and also used to frame justification of any use of force, or not as the case may be. This will be replicated when recording any use of force of the required form on RMS.

This aspect will be covered in general SOEs as well, so assessed under competencies relating to those on both the IPS and FOC Portfolios. The assessment process is to make sure they know the model and can apply it in the SOE.

How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on mental ill health, suicide, and suicide prevention in the first 24 months service.

In initial training, student officers receive a 3-hour input on Mental ill health including legislation on section 136 and 135. They have a session in year 2 on the Mental Capacity Act.

During the initial training programme, the student officers receive an input on Wellbeing which includes stress, anxiety, depression and trauma. The officers have input on Adverse Childhood experiences and the Early Help and Problem-Solving process which supports individuals who may be struggling with a variety of situations and conditions by putting them in touch with a single point of access who can connect them with the relevant support agencies. They also receive an input on completing a CID16 -Safeguarding referral form. Throughout initial training, many topics reflect on the impact of crimes upon victims wellbeing.

How many training sessions, by breakdown of mandatory training and additional training have been delivered to student officers on the college of policing suicide and bereavement response in the first 24 months service?

No information held.

Does your force train preventable harm to student officers in the first 24 months of service? If yes, please provide details of the training delivered and the learning outcomes.

No.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 31/01/2025