



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:03/03/2025

2025/146 - Women in Policing

In response to your recent request for information regarding;

Recruitment and Representation:

1. How many female officers have applied for positions in specialist units, specifically: firearms, dog section, road policing, major crime/homicide, RASSO, and family liaison units, over the past three years?

176

2. How many male officers have applied for positions in specialist units, specifically: firearms, dog section, road policing, major crime/homicide, RASSO, and family liaison units, over the past three years?

320

4 responses were prefer not to state re gender.

3. What is the success rate of these specialist applications, for males and females, during that period?

1. Recruitment and Representation:

What is the success rate of these specialist applications, for males and females, during that period?

NWP/COLLAB NWP

Recruitment and Representa		YEAF							
		2022		2023		2024		2025	
1. Success Rate using Post	FOI GROUP	F	M	F	M	F	M	F	M
OFFICER	dog section	1		1		1	1		
	family liaison	5	6	8	3	6	5		
	firearms		4	1	4	3	13		2
	major crime/homicide	2	1	1	1	3	4	1	
	RASSO	7	2	9	1	9	2	2	4
	road policing	2	4	3	14	4	14	1	2
STAFF	family liaison	1							
	major crime/homicide			1		1	3		
	RASSO	1							
	road policing	5			1	1	1		
Grand Total		24	17	24	24	28	43	4	8

4. What positive action, if any, do you have in place to recruit women into these specialist units?

Specialist units are responsible for putting in place positive action to support underrepresented protected groups. Usually, support will be given in the form of an open day at the specialist unit, or a presentation from the unit over teams, or in person, to highlight why diverse skills are highly sought after and to note inclusive practices that are ongoing within specialist units.

In a recent firearms recruitment event, there were Q&A sessions specific to females and to colleagues with Neurodiverse conditions for example. All positive action within the force should be given before the point of application – question and answer sessions, or unit open days are in place to encourage people from underrepresented protected groups to enter the application pool.

6. How many officers are working in these specialisms, in your force?

How many officers are working in these specialisms, in your force?				unable to retrieve history for family liaison
NWP/COLLAB	NWP			
EE Type	OFFICER			
Recruitment and Representa Legal Sex				
1. How many officers are	F	M	Grand Total	
2025	110	143	253	
dog section	9	8	17	
family liaison	37	19	56	
firearms	6	39	45	
major crime/homicide	9	8	17	
RASSO	37	9	46	
road policing	12	60	72	
2024	65	109	174	
firearms	5	33	38	
major crime/homicide	8	7	15	
RASSO	41	11	52	
road policing	11	58	69	
2023	61	101	162	
dog section	4	6	10	
firearms	5	32	37	
major crime/homicide	8	4	12	
RASSO	35	9	44	
road policing	9	50	59	
2022	55	107	162	
dog section	3	6	9	
firearms	6	37	43	
major crime/homicide	7	6	13	
RASSO	32	10	42	
road policing	7	48	55	

Career Progression:

1. How many female officers currently serve in specialist units compared to male officers? Please provide data broken down by rank and unit/specialism type.

Recruitment and Representation		Legal Sex		Y
		F	M	
1. How many female officers currently serve in specialist units compared to male officers? Please provide data broken down by rank and unit/specialism type				Grand Total
2025		110	143	253
dog section		9	8	17
CONSTABLE		7	7	14
CONSTABLE APPOINTED POST SEPT 2013		2	1	3
family liaison		37	19	56
CONSTABLE		17	7	24
CONSTABLE APPOINTED POST SEPT 2013		9	6	15
INSPECTOR			3	3
SERGEANT		6	2	8
TEMP CHIEF INSPECTOR		1		1
TEMP INSPECTOR		3		3
TEMP SERGEANT		1	1	2
firearms		6	39	45
CHIEF INSPECTOR			1	1
CONSTABLE		2	12	14
CONSTABLE APPOINTED POST SEPT 2013		2	18	20
INSPECTOR			2	2
SERGEANT		1	6	7
TEMP SERGEANT		1		1
major crime/homicide		9	8	17
CONSTABLE		7	5	12
CONSTABLE APPOINTED POST SEPT 2013		1	1	2
INSPECTOR			1	1
SERGEANT		1	1	2
RASSO		37	9	46
CONSTABLE		16	2	18
CONSTABLE APPOINTED POST SEPT 2013		19	2	21
INSPECTOR		1		1
SERGEANT		1	4	5
TEMP INSPECTOR			1	1
road policing		12	60	72
CONSTABLE		7	27	34
CONSTABLE APPOINTED POST SEPT 2013		3	21	24
INSPECTOR			3	3
SERGEANT		2	8	10
TEMP INSPECTOR			1	1
2024		65	109	174
firearms		5	33	38
CONSTABLE		3	26	29
INSPECTOR			1	1
SERGEANT		1	6	7
TEMP SGT		1		1
major crime/homicide		8	7	15
CONSTABLE		6	5	11
INSPECTOR			1	1
SERGEANT		1	1	2
TEMP SGT		1		1
RASSO		41	11	52
CONSTABLE		39	6	45
INSPECTOR		1		1
SERGEANT		1	3	4
TEMP INSP			1	1
TEMP SGT			1	1
road policing		11	58	69
CONSTABLE		10	45	55
INSPECTOR			3	3
SERGEANT		1	10	11
2023		61	101	162
dog section		4	6	10
CONSTABLE		4	5	9
SERGEANT			1	1
firearms		5	32	37
CONSTABLE		4	24	28
INSPECTOR			2	2
SERGEANT		1	6	7
major crime/homicide		8	4	12
CONSTABLE		6	3	9
INSPECTOR		1		1
SERGEANT		1	1	2
RASSO		35	9	44
CONSTABLE		34	5	39
INSPECTOR			1	1
SERGEANT		1	2	3
TEMP SGT			1	1
road policing		9	50	59
CONSTABLE		6	38	44
INSPECTOR			2	2
SERGEANT		1	10	11
TEMP SGT		2		2
2022		55	107	162
dog section		3	6	9
CONSTABLE		3	5	8
SERGEANT			1	1
firearms		6	37	43
CONSTABLE		5	28	33
INSPECTOR			2	2
SERGEANT		1	6	7
TEMP INSP			1	1
major crime/homicide		7	6	13
CONSTABLE		5	4	9
INSPECTOR		1		1
SERGEANT		1	2	3
RASSO		32	10	42
CONSTABLE		28	9	37
INSPECTOR			1	1
SERGEANT		3		3
TEMP SGT		1		1
road policing		7	48	55
CONSTABLE		5	39	44
INSPECTOR			3	3
SERGEANT		1	10	11
TEMP SGT		1	1	2

Barriers and Challenges:

1. Has your organisation conducted internal reviews or surveys of the challenges facing female officers' in applying for and/or working in specialist roles? If so, please provide summaries or findings from these reports, if available.

A recent survey has been conducted with people who have shared their HR data for such purposes as to develop positive action. The data is still being collected and therefore cannot be shared at the moment. The survey has asked about how our employees would like to develop in the next 5 years, including opportunities to progress into specialist roles. The survey has asked about barriers to this progression (if any) and future positive action support aims to respond to these barriers.

2. How many complaints or grievances have been made regarding sex discrimination or bias related to specialist roles in the past three years?

From 2023 to 2025 there is one grievance that alleges bias relating to recruitment into specialist roles.

Physical and Skills Requirements:

1. Do you have physical and skills-based requirements or tests for each specialist role?

Yes

2. Are the fitness tests the same for men and women?

Yes

3. What are the success rates of men and women taking any physical and skills-based tests for each specialist role?

15 bleep tests have been conducted over the last 6 weeks and 3 have failed so 20%

4. What measures do you have in place to support women regarding preparation for the fitness tests related to any specialist role?

The standard test procedure is the multistage fitness test (15m bleep shuttles), distance and duration role specific, irrespective of gender.

We have the capacity to offer an alternative fitness assessment in conjunction with OCH advice and guidance post referral to that department, that is role specific in the form of the Chester Walk or run test. These are conducted 1 to 1 irrespective of gender.

When and where appropriate, any testing can be delivered to individuals and/or gender specific groups.

5. Have there been any adjustments to the test or skill requirements to ensure greater inclusivity?

There are is an alternative test the Chester Walk Test for officers up to and including AFO officers and the Chester run test for ARV and DIAFO officers but these are used with a referral from Occupational Health as a result of an injury/illness or after the bleep has been failed due to fitness.

Support Mechanisms:

1. Are there support networks or groups within your force aimed at assisting women in their career progression, particularly into these specialised units?

Within North Wales Police, we have 5 staff networks that aim to offer support to one another. Of note here are the Gender Equality Network and the Parent's and Carer's Network in particular.

The Gender Equality Network meet regularly to raise any issues or barriers that women may face, including career progression issues. The network meets to discuss and offer support to one another where possible, escalating this where necessary. In national data, a woman's career progression can sometimes be impacted by caring responsibilities. The Parent's and Carer's network meets regularly to discuss the support needed for our employees to carry out caring responsibilities outside of work.

2. Are there any measures in place to address potential barriers, such as unconscious bias or physical requirements, that may impact female officers' ability to progress into specialist units?

In terms of unconscious bias, all applications are anonymised for the shortlisting stage. This means that the person who shortlists (usually the hiring manager), will not be able to see whether candidates are male or female. Should someone involved in the recruitment process believe that they know the candidate despite the anonymisation, they should remove themselves from the process to ensure that their prior knowledge does not impact on the success of the candidate.

In the recruitment process we run stand alone familiarisation days where female officers can attend and speak to current Female authorised firearms officer (AFOs) about the role. They can also try on the kit and handle the equipment.

Within the Alliance armed response vehicle (ARV) staff are given duty time to attend the gym to assist in training for the fitness test. Further to this ARV staff are allowed to choose what fitness test they do.

All equipment we are looking to purchase is subject to operational testing where female Officers are included in the trial process to offer their viewpoints.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 27/02/2025