



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:26/02/2025

2025/189 - Minority Officers and Staff

In response to your recent request for information regarding;

1. How many minority officers and staff, categorised by race ethnicity, were promoted each month from January 2022 to January 2023

Promoted Staff Only (Jan 22 to Jan 23)

<u>Ethnicity</u>	<u>Prefer not to say</u>	<u>Unknown</u>	<u>WHITE</u>
2022	1	1	90
Sep			66
Oct		1	7
Nov			13
Dec	1		4

2. How many minority officers and staff, categorized by race and ethnicity, joined the police service each month from January 2022 to January 2023?

Start Month	BLACK ANY OTHER BLACK BGND	No Data	WHITE ANY OTHER WHITE BGND	WHITE BRITISH	WHITE ENGLISH	WHITE WELSH	WHITE IRISH	BLACK AFRICAN	WHITE SCOTTISH	PREFER NOT TO SAY
January 2022	1	2	3	26	3	14	2			
February 2022		1		1	1	2				
March 2022		1	3	37	1	11		1		

April 2022				4		1				
May 2022		1		4	1	1				
June 2022		1	2	19		4	1		1	1
July 2022			1	36	1	10				
August 2022		1		26		1				
September 2022		1		12		3				
October 2022			3	37		10				
November 2022		1		20	1	2				
December 2022		2		11		1				

BLACK ANY OTHER BLACK BGND	January 2022	1
BLACK AFRICAN	March 2022	1

3. How many changes to recruitment or promotion policies were made annually since January 2022? What months? Please specify how many were directly linked to recommendations from diversity reviews or external pressures.

We haven't made any changes to the recruitment or promotion process in this time period.
The Recruitment Policy (which includes the promotion process) is in the process of being updated at the moment.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 20/02/2025