



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:28/08/2025

2025/825 - Recruitment

In response to your recent request for information regarding;

1: In FOI 2025/602 there was a request to provide the 15 unsuccessful candidate scores before and after a paper sift review. 15 scores were provided but included the scores of the successful candidate which has been disclosed previously. As there were 16 applications received in total, there is one score missing. Please can you provide the remaining missing scores or republish the original table from FOI 2025/602 to include all 16 applicant scores.

Candidate	Shortlist Score	Pass/ Unsuccessful at Shortlist initial shortlisting	Score following review	Gender M/F
16	35	shortlisting undertaken on 06/11/2025	35 was recorded at shortlisting which in the first round of shortlisting would have been classed as a fail. However, candidate was not made aware of this score as they withdrew prior to shortlisting results being updated to candidates.	F

2: Please can you provide copies of the results from the last two internal (circulated to NWP employees) cultural surveys conducted by NWP, state when the surveys were circulated to staff and the dates that the results were published or known.

The force has only had one internal cultural survey that being the 'Cultural Audit' North Wales Police commissioned Senseia to complete in 2023.

There is no record of a written report or document outlining the results that was circulated across the force to all NWP employees. Senseia did present on the highlights of the results at initial play black sessions to chief officers, director, service leads and assistant director level employees as well as a 3 day workshop for senior management teams and department heads. However, these findings were shared in document format and were prepared and delivered by Senseia in a presentation format at the events.

The initial playbacks took place around September/October 2023 with the workshops taking place in November/December 2023.

3: Please can you provide a copy of NWP's most recent policy in relation to the recruitment of significant others or family members.

Please find relevant paragraphs from the Recruitment policy which relate to the recruitment/promotion of family members or significant others.

Pencadlys yr Heddlu,
Glan-y-Don, Bae Colwyn LL29 8AW
www.heddlugogleddcymru.police.uk

Police Headquarters,
Glan-y-Don, Colwyn Bay LL29 8AW
www.northwales.police.uk

5.6.9 Any staff member or officer involved in a stage of the recruitment process which results in a decision being made or an outcome being reached must declare a Conflict of Interest if the process involves an individual who is a family member, social contact, intimate relationship (past or present) with the applicant, and withdraw their involvement from the process. The aim of highlighting and assessing any Conflict of Interest declarations is to maintain the integrity of recruitment process and to ensure transparency for all parties. If in doubt regarding the requirement to make a declaration, then the expectation is one of disclosure.

6.6.3 Any staff member or officer involved in a stage of the promotion process which results in a decision being made or an outcome being reached must declare a Conflict of Interest if the process involves an individual who is a family member, social contact, intimate relationship (past or present) with the applicant, and withdraw their involvement from the process. The aim of highlighting and assessing any Conflict of Interest declarations is to maintain the integrity of recruitment process and to ensure transparency for all parties. If in doubt regarding the requirement to make a declaration, then the expectation is one of disclosure.

4: Please can you confirm if the College of Policing Guidance on appropriate personal relationships in the workplace has ever been circulated to line managers within NWP, and if so, to which departments, when it was last circulated and by what means.

This document is held on our professional standards intranet page accessible to all employees.

Circulation is via the Hydra Input that line managers receive from Training.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 22/08/2025