



Response Date:08/10/2026

2026/949 - Police officer recruitment progression and early attrition

In response to your recent request for information regarding;

I am requesting aggregated information about police officer recruitment. I do not require names, individual records, free-text responses, or information that could identify an applicant or officer.

Please provide only information already recorded electronically; I am not asking you to review individual files or create new information.

1. Recruitment stages

For each of 2023/24, 2024/25 and 2025/26, please provide the number of applicants recorded at each stage of your police officer recruitment process. For each stage, please include the numbers who passed, failed or withdrew, where these outcomes are recorded. Please use your own stage names.

2. Demographic breakdowns

For the same three years, please provide the number at each recruitment stage, separately by:

- ethnicity;**
- age group; and**
- sex.**

Please use the categories already held by your force. I am not requesting combinations of characteristics or individual-level data.

Existing small-number suppression may be applied.

See attached.

**Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
Making North Wales the safest place to live, work and visit in the UK**

3. Early voluntary departure

For officers who started employment in 2021/22, 2022/23 and 2023/24, please provide the number who voluntarily left within:

- six months;
- 12 months; and
- 24 months.

Please state whether the figures are cumulative. If already recorded, please also provide the reason categories and the number in each category.

Officers - voluntary resignation		Left period		
FY Start Date	6 months	12 months	24 months	Grand Total
2021/22		5	10	15
2022/23	1	2	7	10
2023/24	1	5	8	14
Grand Total	2	12	25	39

4. Existing materials

Please provide copies or links to any realistic job-preview material or existing reports evaluating police officer recruitment, applicant withdrawal or early voluntary departure that are not already published on your website.

If any part of this request repeats information that is already published, please provide the link instead of reproducing it.

[Careers | North Wales Police](#)

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 07/10/2026

	Passed	Ethnicity	Age Group	Sex	Failed	Ethnicity	Age Group	Sex	Withdrawn	Ethnicity	Age Group	Sex	
May23-Apr24	121	119x White English/Welsh/Scottish/Northern Irish/British, 1 x White-Any Other Background, 1x Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	70x Under 26, 45x 26-40, 6x 41-55	62x Male, 59xFemale	1217	19 x Asian/Asian British, 14x Black/African/Caribbean/Black British, 20x Mixed/Multiple ethnic groups, 33x White - Any other White background 1129xWhite - English / Welsh / Scottish / Northern Irish / British 1x Prefer not to say, 1xOther ethnic group - Arab	591x Under 26, 512x 26-40 108x 108 6x Over 55	741x Male, 468x Female, 3xNon Binary 5x Prefer not to say	72	2 x White-Any Other Background, 70 x White English/Welsh/Scottish/Northern Irish/British	30 x Under 26, 34x 26-40, 8 x 41-55	44 x Male 28x Female	

May24-Apr25	103	1x White-Any Other Background, 102x White English/Welsh/Scottish/Northern Irish/British	62x Under 26, 37x 26-40, 4x 41-55	53xMale, 53xFemale	1137	19x Asian/Asian British 9x Black/African/Caribbean/Black British 26x Mixed/Multiple ethnic groups 1x Other ethnic group 23x White - Any other White background 1058xWhite - English / Welsh / Scottish / Northern Irish / British 1x Prefer not to say	560x Under 26, 480x 26-40, 93x 41-55 4x Over 55	775x Male, 335x Female, 4x Non Binary, 3xPrefer not to Say	64	4x Mixed/Multiple ethnic groups, 1x Prefer not to say, 1x White-Any Other Background, 58x White English/Welsh/Scottish/Northern Irish/British	35x Under 26, 26x 26-40, 41x41-55	32x Male, 31x Female, 1xPrefer not Say	
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May25-Apr26	168	1x Asian/Asian British, 4x Mixed/Multiple ethnic groups, 3x White - Any other White background 160xWhite - Any other White background	99x Under 26 65x 26-40, 4x 41-55	78x Male 89x Female 1x Prefer not to say	840	9x Asian/Asian British, 6xBlack/African/Caribbean/Black British, 10x Mixed/Multiple ethnic groups 2x Other ethnic group 2xPrefer not to say, 16x White - Any other White background, 794x White - Any other White background	439x Under 26 328x 26-40, 71x 41-55 2x Over 55	554xMale, 279x Female 2xNon Binary, 5x Prefer not to say	66	36x Male, 28xFemale, 2x Prefer not to say	35xUnder 26, 24x26-40, 7x 41-55	36x Male, 28x Female, 2xPrefer not to say	
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