



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:29/01/2026

2026/015 - Police leavers

In response to your recent request for information regarding;

I would like to know about police leaver rates during the years 2020 - 2025 (1st Jan to 31st Dec).

1. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables were accepted onto the following training courses?

- the Degree Holder Entry Programme,
- the Police Constable Degree Apprenticeship,
- the Initial Police Learning and Development Programme?

Please provide these figures in an excel spreadsheet.

Return Month.autoCalendar.FinYear	Entry Route	DCEP	DHEP (DC)	DHEP (PC)	IPLDP	PCDA	PCEP	Police Now	Pre Join
2019/20		-	0	0	18	0	-	0	0
2020/21		-	0	22	78	32	-	0	0
2021/22		-	12	69	0	59	-	0	0
2022/23		-	0	58	0	55	-	0	19
2023/24		-	0	22	74	14	0	0	11
2024/25		0	0	21	9	12	38	0	12
2025/26		0	0	6	21	9	0	0	0

2. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables voluntarily resigned whilst on:

- the Degree Holder Entry Programme
 - the Police Constable Degree Apprenticeship
 - the Initial Police Learning and Development Programme
- Please provide these figures in the same spreadsheet as above.**

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

**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**

Sum of Leavers						
☐ 2020 ☐ 2021 ☐ 2022 ☐ 2023 ☐ 2024 ☐ 2025						
Row Labels ▼						
DCEP						1
DHEP (DC)						1
DHEP (PC)		1	9	12	10	6
Direct Entry		1	1			
IPLDP	51	56	20	26	18	9
Other \ Unknown			4	8	12	
PCDA		1	6	8	6	8
PCEP					1	1
Pre Join				1		4
Pre-IPLDP		18	71	48	43	62
Secondment						1
Transfer						2
(blank)						
Grand Total	51	77	111	103	92	93

3. For the years 2020, 2021, 2022, 2023, 2024 and 2025 please break down the number of voluntary resignations by length of service:

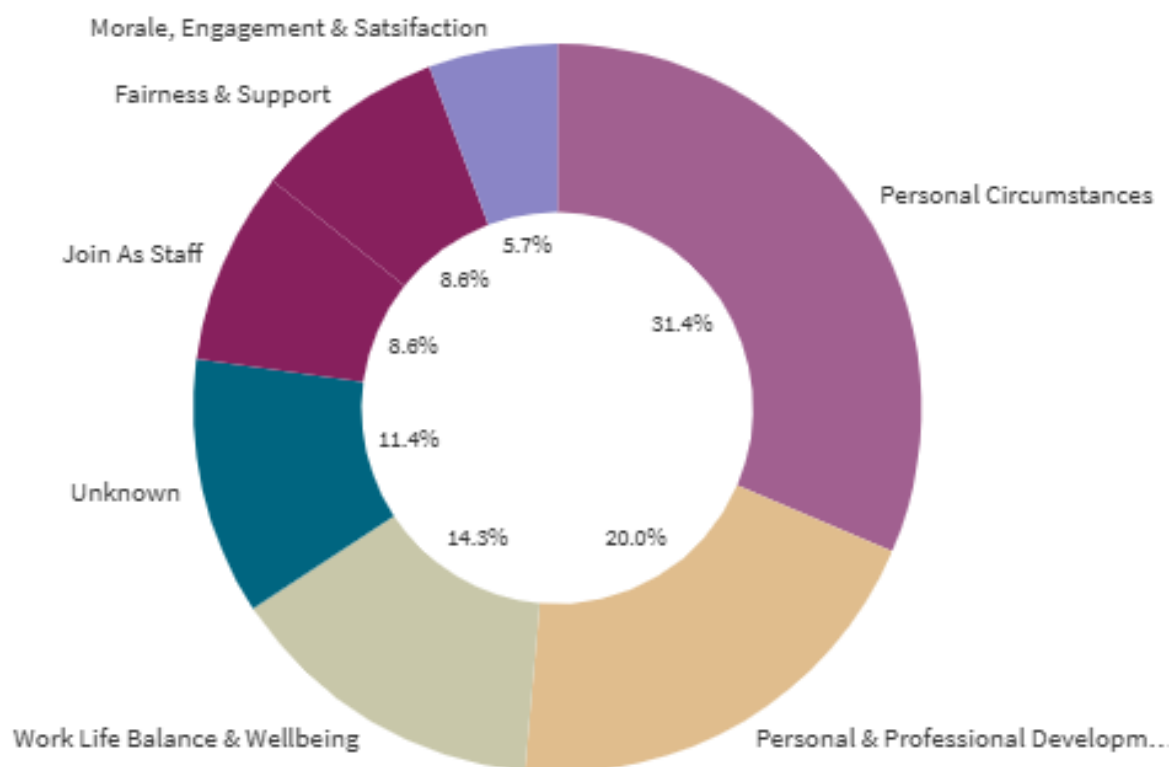
- Less than 1 year
- 1 - 3 years
- 3 - 5 years
- 5 - 10 years
- 10 - 15 years
- 15 - 20 years
- 20 - 25 years
- 25 - 30 years

.Resignation Leavers	Apr - Mar Fin Year					
Length of Service	20/21	21/22	22/23	23/24	24/25	25/26
Less than 5 Years	9	11	18	34	22	21
5 to less than 10 Years	0	2	8	8	5	2
10 to less than 15 Years	1	3	3	4	3	2
15 to less than 20 Years	3	1	2	1	2	0
20 to less than 25 Years	2	1	1	3	1	2
25 to less than 30 Years	0	0	0	0	1	0
Over 30 Years	0	0	0	0	0	0
Grand Total	15	18	32	50	34	27

4. Provide a short analysis explaining the key reasons for voluntary resignations derived from exit interviews or surveys. Please provide this in a Word document.

From Nov 24 to Oct 25 we have had 35 voluntary resignations. The highest % reason submitted on our leaver notification states Personal Circumstance. Personal Circumstance covers the below areas within the National Leaver Framework

Personal Circumstances	
•	Relocation
•	Maternity /parental/adoption
•	Family commitment
•	Health related
•	Caring for relative
•	Caring for children
•	Career break – possible re-join
•	Career break – no intention to re-join
•	Return to Home Force



5. Provide a summary of actions taken to improve police officer retention. Please provide this in the same Word document.

In the same period as above, our attrition rate for voluntary resignations is 2%. Across force average is 3.3%. Our current attrition rate is below average. We have Say & Stay embedded in force and have a dedicated HR in place to support New Recruits. Surveys are sent at key training points in the training cycle to see if any improvements are needed. Data is reported regularly at strategic level to review our attrition and length of service of the officers leaving. The Workforce Representation Strategy (published on external website) also supports retention of officers.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 23/01/2026