



HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE

Response Date:26/01/2026

2026/031 - New constables

In response to your recent request for information regarding;

The number of applicants from each ethnic group who applied for the role of new constables. Can this data be broken down per year, going back 5 years.

Please find attached applications received for Police Constable from 2021 to 2025 broken down to ethnic group.

The number of interviews given to each ethnic group for the role of new constables. Can this data be broken down per year, going back 5 years.

2021 Interview Invited

Ethnic Origin	Ethnic Origin Other	Number Invited
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	Madagascan	1
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	Black from African Continent	1
Black/African/Caribbean/Black British - Caribbean		1
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	Native American / White British	1
Mixed/Multiple ethnic groups - White and Asian		1
White - Any other White background	Latvian	1
White - Any other White background	Australian	1
White - Any other White background	Polish	1
White - Any other White background	Central/North European	1
White - Any other White background	Portugese	1

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

White - Any other White background	Czech	2
White - British		59
White - English		3
White - English / Welsh / Scottish / Northern Irish / British		46
White - Irish		1
White - Scottish		1
White - Welsh		64

2022 Interview Invited

Ethnic Origin	Ethnic Origin Other	Number Invited
Mixed/Multiple ethnic groups - White and Asian		1
Mixed/Multiple ethnic groups - White and Black Caribbean		1
Other ethnic group - Any other ethnic group	Eastern european	1
Prefer not to say - Prefer not to say		1
White - Any other White background	Polish	2
White - Any other White background	Eastern european	1
White - Any other White background	Bulgarian	1
White - Any other White background	White	1
White - English / Welsh / Scottish / Northern Irish / British		212

2023 Interview Invited

Ethnic Origin	Ethnic Origin Other	Number Invited
Asian/Asian British - Pakistani		1
Mixed/Multiple ethnic groups - White and Asian		1
Mixed/Multiple ethnic groups - White and Black African		1
White - Any other White background	Italo - Mexican	1

White - Any other White background	Polish	1
White - Any other White background	European	1
White - Any other White background	Polish	1
White - Any other White background	Central European	1
White - Any other White background	British	1
White - English / Welsh / Scottish / Northern Irish / British		237

2024 Interview Invited

Ethnic Origin	Ethnic Origin Other	Number Invited
Asian/Asian British - Any other Asian background	Filipino British	1
Asian/Asian British - Indian		1
Mixed/Multiple ethnic groups - White and Black Caribbean		1
White - Any other White background	White Romanian	1
White - Any other White background	Czech	1
White - Any other White background	Central European	1
White - Any other White background	White British/German	1
White - Any other White background	Polish	1
White - Any other White background	Central Europe	1
White - Any other White background	White African	1
White - English / Welsh / Scottish / Northern Irish / British		247

2025 Interview Invited

Ethnic Origin	Ethnic Origin Other	Number Invited
Mixed/Multiple ethnic groups - White and Black African		2
Prefer not to say - Prefer not to say		1
White - Any other White background	European	1

White - Any other White background	slavic - polish	1
White - Any other White background	British/Greek	1
White - British		1
White - English / Welsh / Scottish / Northern Irish / British		210

The number of hires you have made from each ethnic group for new constables. Can this data be broken down per year, going back 5 years.

	New Constable Recruits				
Ethnicity	2021	2022	2023	2024	2025
BLACK CARIBBEAN	1				
MIXED ANY OTHER MIXED ETHNIC BGND	1				
MIXED OTHER MIXED/MULTIPLE ETHNIC BGND				1	
MIXED WHITE AND ASIAN	1		1		
No Data		1			
OTHER ETHNIC GROUP - ANY OTHER				1	
PREFER NOT TO SAY	1				
WHITE ANY OTHER WHITE BGND	1	7	2		1
WHITE BRITISH	39	64	100	102	55
WHITE ENGLISH	2	2		5	
WHITE IRISH		1			
WHITE NORTHERN IRISH	1				
WHITE WELSH	53	20	3	1	
Grand Total	100	95	106	110	56

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 21/01/2026

2021		
Ethnic Origin	Ethnic Origin Other	Applications Received
Asian/Asian British - Pakistani		1
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	Madagascan	1
Black/African/Caribbean/Black British - Any other Black / African / Caribbean background	Black from African Continent	1
Black/African/Caribbean/Black British - Caribbean		1
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	Native American / White British	1
Mixed/Multiple ethnic groups - White and Asian		1
Mixed/Multiple ethnic groups - White and Black African		1
Prefer not to say - Prefer not to say		2
White - Any other White background	Paternal grandmother Gibraltar Spanish	1
White - Any other White background	Latvian	1
White - Any other White background	Australian	1
White - Any other White background	Polish	1
White - Any other White background	Central/North European	1
White - Any other White background	Portugese	1
White - Any other White background	Czech	2
White - Any other White background	British and Southern European White	1
White - Any other White background	Romania	1
White - Any other White background	Australian	1
White - British		76
White - English		5
White - English / Welsh / Scottish / Northern Irish / British		56
White - Irish		2
White - Scottish		1
White - Welsh		86

2022		
Ethnic Origin	Ethnic Origin Other	Applications Received
Asian/Asian British - Indian		1
Asian/Asian British - Pakistani		1
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	Mixed - White and Mixed African	1
Mixed/Multiple ethnic groups - White and Asian		2
Mixed/Multiple ethnic groups - White and Black African		2
Mixed/Multiple ethnic groups - White and Black Caribbean		1
Other ethnic group - Any other ethnic group	Hungarian	1
Other ethnic group - Any other ethnic group	Eastern european	1
Other ethnic group - Any other ethnic group	Polish	1
Other ethnic group - Arab		
Prefer not to say - Prefer not to say		1
White - Any other White background	Eastern european	1
White - Any other White background	White British / Spanish	1
White - Any other White background	Hungarian	1
White - Any other White background	Czech	1
White - Any other White background	White	1
White - Any other White background	White - Polish	1
White - Any other White background	Latino	1
White - Any other White background	Italo - Mexican	1
White - Any other White background	Romanian	1
White - English / Welsh / Scottish / Northern Irish / British		415

2023		
Ethnic Origin	Ethnic Origin Other	Applications Received
Asian/Asian British - Pakistani		1
Black/African/Caribbean/Black British - African		1
Mixed/Multiple ethnic groups - White and Asian		2
Mixed/Multiple ethnic groups - White and Black African		1
Mixed/Multiple ethnic groups - White and Black Caribbean		1
White - Any other White background	European	2
White - Any other White background	Polish	4
White - Any other White background	White Zimbabwean	1
White - Any other White background	Central European	1
White - Any other White background	British	1
White - Any other White background	English Traveller	1
White - Any other White background	Australian	1
White - Any other White background	White Romanian	1
White - English / Welsh / Scottish / Northern Irish / British		448
White - Irish		1
White - Roma		1

2024		
Ethnic Origin	Ethnic Origin Other	Applications Received
Asian/Asian British - Bangladeshi		1
Asian/Asian British - Indian		2
Black/African/Caribbean/Black British - African		1
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	White and Indian	1
Mixed/Multiple ethnic groups - White and Asian		2
Mixed/Multiple ethnic groups - White and Black African		4
Mixed/Multiple ethnic groups - White and Black Caribbean		4
Other ethnic group - Any other ethnic group	Hungarian	1
White - Any other White background	Czech	1
White - Any other White background	Central European	4
White - Any other White background	White British/German	1
White - Any other White background	Polish	4
White - Any other White background	Romanian	1
White - Any other White background	Family of grandparents European	1
White - Any other White background	Australian	1
White - Any other White background	Swedish	1
White - Any other White background	White African	1
White - Any other White background	South African	1
White - English / Welsh / Scottish / Northern Irish / British		562

2025		
Ethnic Origin	Ethnic Origin Other	Applications Received
Asian/Asian British - Bangladeshi		1
Asian/Asian British - Indian		1
Asian/Asian British - Pakistani		1
Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British		2
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	White/ Turkish Cypriot	2
Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	Welsh/Irish/Greek/Afghan i mix	1
Mixed/Multiple ethnic groups - White and Asian		1
Mixed/Multiple ethnic groups - White and Black African		2
Mixed/Multiple ethnic groups - White and Black Caribbean		2
Prefer not to say - Prefer not to say		2
White - Any other White background		7
White - Any other White background	Bulgarian white	1
White - Any other White background	British/Greek	1
White - British		1
White - English / Welsh / Scottish / Northern Irish / British		542
White - Irish		2
White - Roma		1