



Response Date:27/01/2026

2026/086 - Police officer recruitment plans

In response to your recent request for information regarding;

Planned Number of Police Officers to be Recruited O The total number of police officer positions your force intends to recruit over the next 12 months.

Which routes you intend to use to recruit by:

- o PCEP
- o PCDA
- o DHEP
- o PPD
- o Detective programme

North Wales Police will be looking to recruit circa 130 with 10% margin. This will be through all entry routes mentioned above and including Transferee Officers. We do not have targets per entry route.

For each Police Officer recruitment window we recruit for the 4 entry routes, we do not have a specific window for each, The detective programme is different, but we will be holding an opening window later in the year, date TBC

Recruitment Window(s)

- **The expected or confirmed dates when recruitment windows will open and close for these police officer positions.**

03.02.26-03.03.26

05.05.26-02.06.2026

04.08.2026-01.09.2026

Support for Applicants

- **Details of any support, guidance, or resources your force provides (or plans to provide) to applicants during the recruitment process. For example:**
- **Applicant workshops**
- **Preparation materials (e.g., for assessments or interviews)**
- **Dedicated applicant support contacts**
- **Outreach to under-represented or specific communities**

We hold Positive action sessions for candidates who request positive action and these happen before an application window opens. We hold 2 Discovery sessions at different times with the recruitment team/vetting/training and Bangor university over the opening windows. We hold an assessment centre workshop for candidates booked on the AC. Hold a session with Bangor Uni

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

regarding the entry routes into policing. The CVF is also available to candidates to help with interview prep.

There is information on recruitment sessions on our website though on How to Apply.
[How to apply | 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 23/01/2026