



Response Date:06/07/2026

2026/637 - Pre-PEQF recruitment

In response to your recent request for information regarding;

Please provide the following police officer recruitment data, broken down by age, gender, and ethnicity.

1. Pre-PEQF recruitment

For each of the five calendar years immediately preceding the implementation of the Police Education Qualifications Framework (PEQF) within your force, please provide:

- **The total number of police officer recruits.**
- **A breakdown of recruits by age at recruitment.**
- **A breakdown of recruits by gender.**
- **A breakdown of recruits by ethnicity.**

OFFICER	F	M	Grand Total
2015	8	5	13
2016	20	35	55
2017	36	66	102
2018	32	51	83
2019	30	50	80
2020	30	73	103
Grand Total	156	280	436

**Yn gwneud Gogledd Cymru'r lle mwyaf diogel i fyw, gweithio ac ymweld yn y DU
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OFFICER	ANY OTH ETHNIC GROUP	MIXED WHITE AND ASIAN	MIXED WHITE AND BLACK CARIBBEAN	No Data	PREFER NOT TO SAY	UNKNOWN	WHITE ANY OTHER WHITE BGND	WHITE BRITISH	WHITE IRISH	Grand Total
2015				1				11	1	13
2016				8		15		32		55
2017			1			13	1	87		102
2018	1			4		2		75	1	83
2019		1				9	1	69		80
2020		1	1	1	1	4	4	90	1	103
Grand Total	1	2	2	14	1	43	6	364	3	436

OFFICER		under 26	26-40	41-55	Grand Total
2015	1	2	8	2	13
2016	8	10	27	10	55
2017		45	51	6	102
2018	4	27	46	6	83
2019		28	46	6	80
2020		35	55	13	103
Grand Total	13	147	233	43	436

2. Post-PEQF recruitment

For each calendar year following the implementation of the PEQF, please provide the number of police officer recruits, broken down by age, gender, and ethnicity, for each of the following entry routes:

- Police Constable Degree Apprenticeship (PCDA).
- Degree Holder Entry Programme (DHEP).
- Detective Degree Holder Entry Programme (D-DHEP), or any equivalent direct-entry detective programme.
- Any non-PEQF police officer entry routes operating during the same period.

Where possible, please provide the data in a spreadsheet format (e.g. Excel or CSV). If age or ethnicity categories have changed during the period requested, please provide the data using the categories recorded at the time of recruitment and include a description of the categories used.

OFFICER			
Year and Entry Route	F	M	Grand Total
2021	49	49	98
DHEP DETECTIVE-NEW IN FORCE	7	2	9
DHEP SC TO PC PATHWAY-2021	6	5	11
DHEP-NEW IN FORCE	20	11	31
DHEP-NEW IN ROLE	1		1
PCDA-NEW IN FORCE	14	30	44
PCDA-NEW IN ROLE	1	1	2
2022	31	60	91
DHEP-NEW IN FORCE	13	19	32
DHEP-NEW IN ROLE	1		1
PCDA-NEW IN FORCE	9	36	45
PRE-JOIN DEGREE-NEW IN FORCE	8	5	13
2023	53	54	107
DHEP-NEW IN FORCE	28	17	45
IPLDP+ (PLUS)		1	1
IPLDP-NEW IN FORCE	9	16	25
IPLDP-NEW IN ROLE		1	1
PCDA-NEW IN FORCE	11	16	27
PRE-JOIN DEGREE-NEW IN FORCE	5	3	8
2024	47	62	109
DHEP-NEW IN FORCE	12	11	23
IPLDP+ (PLUS)		3	3
IPLDP-NEW IN FORCE	5	6	11
IPLDP-NEW IN ROLE	1	1	2
PCDA-NEW IN FORCE	7	9	16
PCEP-NEW IN FORCE	16	22	38

PCEP-NEW IN ROLE		1	1
PRE-JOIN DEGREE-NEW IN FORCE	6	8	14
PRE-JOIN DEGREE-NEW IN ROLE		1	1
2025	25	29	54
DHEP-NEW IN FORCE	8	6	14
IPLDP-NEW IN FORCE		1	1
PCDA-NEW IN FORCE	5	6	11
PCEP-NEW IN FORCE	8	13	21
PRE-JOIN DEGREE-NEW IN FORCE	4	2	6
PRE-JOIN DEGREE-NEW IN ROLE		1	1
2026	38	19	57
DHEP-NEW IN FORCE	11	5	16
IPLDP+ (PLUS)	4	3	7
IPLDP-NEW IN FORCE	1		1
PCDA-NEW IN FORCE	3	2	5
PCEP-NEW IN FORCE	1	4	5
POLICE NOW (DETECTIVES)-NEW IN FORCE	13	2	15
PRE-JOIN DEGREE-NEW IN FORCE	5	3	8
Grand Total	243	273	516

OFFICER											
Year and Entry Route	MIXED ANY OTHER MIXED ETHNIC BGND	MIXED OTHER MIXED/MULTIPLE ETHNIC BGND	MIXED WHITE AND ASIAN	MIXED WHITE AND BLACK AFRICAN	No Data	OTHER ETHNIC GROUP - ANY OTHER	PREFER NOT TO SAY	WHITE ANY OTHER WHITE BGND	WHITE BRITISH	WHITE IRISH	Grand Total
2021	1	1	1				1	1	93		98
DHEP DETECTIVE-NEW IN FORCE		1	1						7		9
DHEP SC TO PC PATHWAY-2021									11		11

DHEP-NEW IN FORCE									31		31
DHEP-NEW IN ROLE									1		1
PCDA-NEW IN FORCE	1						1	1	41		44
PCDA-NEW IN ROLE									2		2
2022					1			7	82	1	91
DHEP-NEW IN FORCE								1	31		32
DHEP-NEW IN ROLE									1		1
PCDA-NEW IN FORCE					1			3	40	1	45
PRE-JOIN DEGREE-NEW IN FORCE								3	10		13
2023			1					2	104		107
DHEP-NEW IN FORCE			1					1	43		45
IPLDP+ (PLUS)									1		1
IPLDP-NEW IN FORCE									25		25
IPLDP-NEW IN ROLE									1		1
PCDA-NEW IN FORCE								1	26		27
PRE-JOIN DEGREE-NEW IN FORCE									8		8
2024		1				1			107		109
DHEP-NEW IN FORCE									23		23
IPLDP+ (PLUS)									3		3
IPLDP-NEW IN FORCE									11		11
IPLDP-NEW IN ROLE									2		2
PCDA-NEW IN FORCE						1			15		16
PCEP-NEW IN FORCE		1							37		38
PCEP-NEW IN ROLE									1		1
PRE-JOIN DEGREE-NEW IN FORCE									14		14
PRE-JOIN DEGREE-NEW IN ROLE									1		1
2025								1	53		54
DHEP-NEW IN FORCE									14		14
IPLDP-NEW IN FORCE									1		1
PCDA-NEW IN FORCE									11		11
PCEP-NEW IN FORCE								1	20		21

PRE-JOIN DEGREE-NEW IN FORCE									6		6
PRE-JOIN DEGREE-NEW IN ROLE									1		1
2026		1	1	1	2			1	51		57
DHEP-NEW IN FORCE		1							15		16
IPLDP+ (PLUS)									7		7
IPLDP-NEW IN FORCE									1		1
PCDA-NEW IN FORCE									5		5
PCEP-NEW IN FORCE								1	4		5
POLICE NOW (DETECTIVES)-NEW IN FORCE			1	1	1				12		15
PRE-JOIN DEGREE-NEW IN FORCE					1				7		8
Grand Total	1	3	3	1	3	1	1	12	490	1	516

OFFICER				
Year and Entry Route	under 26	26-40	41-55	Grand Total
2021	40	54	4	98
DHEP DETECTIVE-NEW IN FORCE	2	7		9
DHEP SC TO PC PATHWAY-2021	7	4		11
DHEP-NEW IN FORCE	14	15	2	31
DHEP-NEW IN ROLE		1		1
PCDA-NEW IN FORCE	16	26	2	44
PCDA-NEW IN ROLE	1	1		2
2022	44	45	2	91
DHEP-NEW IN FORCE	15	16	1	32
DHEP-NEW IN ROLE		1		1
PCDA-NEW IN FORCE	19	25	1	45
PRE-JOIN DEGREE-NEW IN FORCE	10	3		13
2023	51	46	10	107
DHEP-NEW IN FORCE	23	19	3	45
IPLDP+ (PLUS)		1		1
IPLDP-NEW IN FORCE	13	11	1	25

IPLDP-NEW IN ROLE		1		1
PCDA-NEW IN FORCE	7	14	6	27
PRE-JOIN DEGREE-NEW IN FORCE	8			8
2024	59	42	8	109
DHEP-NEW IN FORCE	13	7	3	23
IPLDP+ (PLUS)		3		3
IPLDP-NEW IN FORCE	5	5	1	11
IPLDP-NEW IN ROLE	1	1		2
PCDA-NEW IN FORCE	10	5	1	16
PCEP-NEW IN FORCE	16	20	2	38
PCEP-NEW IN ROLE			1	1
PRE-JOIN DEGREE-NEW IN FORCE	13	1		14
PRE-JOIN DEGREE-NEW IN ROLE	1			1
2025	33	18	3	54
DHEP-NEW IN FORCE	8	6		14
IPLDP-NEW IN FORCE			1	1
PCDA-NEW IN FORCE	8	2	1	11
PCEP-NEW IN FORCE	11	9	1	21
PRE-JOIN DEGREE-NEW IN FORCE	5	1		6
PRE-JOIN DEGREE-NEW IN ROLE	1			1
2026	35	20	2	57
DHEP-NEW IN FORCE	7	8	1	16
IPLDP+ (PLUS)	3	3	1	7
IPLDP-NEW IN FORCE	1			1
PCDA-NEW IN FORCE	5			5
PCEP-NEW IN FORCE	1	4		5
POLICE NOW (DETECTIVES)-NEW IN FORCE	12	3		15
PRE-JOIN DEGREE-NEW IN FORCE	6	2		8
Grand Total	262	225	29	516

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST

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UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/07/2026