



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 17/06/2025

2025/624 - Staff jobs

In response to your recent request for information regarding;

1. The following 12 Police Staff jobs have been advertised on the North Wales Police website (some of the closing dates may have been extended).

Resource Management Unit Planner Closing date - 17/10/24 – SCALE 6

Recruitment administrator Closing date - 27/02/25 – SCALE 4

Communications operator Closing date - 27/03/25 – SCALE 4

CDIU assessor Closing date - 27/03/25 – SCALE 4

People Services Administrator (advert and profile also refers to HR administrator) Closing date - 03/04/25 – SCALE 4

Recruitment administrator Closing date - 03/04/25 – SCALE 4

Disclosures agent Closing date - 03/04/25 – SCALE 4

Front Counter Staff - Llangefni Closing date - 24/04/25 – SCALE 5

Business Analyst Closing date - 08/05/25 – SO1

Front Counter Staff - Wrexham Closing date - 15/05/25 – SCALE 5

People Services Administrator (advert and profile also refers to HR administrator) Closing date - 21/05/25 – SCALE 4

Resource Management Unit Planner Closing date - 29/05/25 - SCALE 6

All of these job adverts listed on the NWP careers portal contained a link to the same recruitment guide. The recruitment guide contained the following positive action eligibility statement; "Positive action support is available prior to the submission of an application form for the following groups who are currently under-represented: people from a Black, Asian or other, Minority Ethnic Background, Females, People with a Disability, People with Neurodivergent condition, People whose gender identity differs from their assigned sex at birth".

This public statement in the recruitment guide includes females as an under-represented group and offers support. The latest NWP workforce strategy confirms that there is currently an under-representation of males in the lower police staff grades and according to the statistics provided in NWP FOI response 2025/332, all of the listed roles and the departments responsible for those job titles are NOT under-represented by females.

Please can you confirm, at the time of the job advertisements having been published, which of the listed roles were under-represented by males?

Representation for staff roles is measured by pay grade. The roles above were either in the Modern Apprentice – Scale 6 Grade, or the Senior Officer 1-2 Grade as added to the list above. We run the data for measuring representation quarterly, in the November 2024 data, the representation in these grades for Males was 35.81% and 34.24% respectively. In our most recent report in May 2024, the

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**

figures were 35.56% and 35.43% respectively. As such, all of the roles above were likely underrepresented by males at the time of the advertisement.

2. If the listed roles were under-represented by males, please can you confirm where it was publicly stated in the job adverts that these roles were under-represented by males, and please can

There was no public offer of positive action for males in relation to the roles above, as there is currently no formal positive action offered for Staff roles, regardless of their protected characteristic. As part of the Workforce Representation strategy, we aim to offer positive action for staff roles in the current financial year. We will be requesting legal support for the decisions made around our positive action offering for Staff roles, to ensure that this is proportionate to the issue.

The eligibility statement above is the same generic statement which is attached to all advertisements from NWP. While this was stated on the information booklet, no positive action was offered to any individuals for these roles.

When completing an application with NWP, candidates will be asked to complete an eligibility form. As part of this form, people will be asked about their equal opportunities data and whereby someone notes a protected characteristic that is underrepresented in the role for which they are applying, they will be asked if they would like to be contacted with Positive Action Support. Currently, should someone be applying for a staff role, they will not be offered positive action regardless of selected Sex.

3. For each of the listed job adverts, please can you confirm if any females contacted NWP enquiring about or requesting positive action support, and if so, how many enquiries/requests for each post?

It is not possible to request positive action based on sex for any of our staff roles at this time through our eligibility form. There are females that may have requested positive action based on other protected characteristics.

One person contacted enquiring about whether they would qualify for positive action support for the staff role of Llangefni Front Counter Station Assistant. They did not disclose their sex.

4. For each of the listed adverts, please can you confirm how many females were offered positive action support following a enquiry/request, and for which roles?

Nobody was offered positive action for the roles above by the Workforce Representation Team.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 16/06/2025