



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date:03/09/2025

2025/895 - Police officers

In response to your recent request for information regarding;

Please provide the following information for each calendar year:

- **2025 year-to-date (from 1 January 2025 to the date of this request)**
- **2024**
- **2023**
- **2022**
- **2021**
- **2020**
- **2019**

For each year listed, and for each of the following role types:

- **Police officer roles – ideally split into:**
 - a) Initial entry recruits (new probationary/trainee constables, including PCDA, DHEP, and similar entry schemes)**
 - b) Other officer recruitment (including transfers from other forces and internal promotions to higher ranks)****If this split is not readily available, please provide the combined total for all police officer recruitment.**
- **Police staff roles (all other roles, including PCSOs, call handlers, administrative staff, analysts, etc.)**

For each role type (and sub-type if available), please tell me:

- 1. The number of applicants by self-declared religion category (as collected in your equality and diversity monitoring process).**
- 2. The number of applicants in each religion category who were offered a position and accepted (i.e., became employees).**
- 3. The number of applicants by self-declared ethnicity category (as collected in your equality and diversity monitoring process).**
- 4. The number of applicants in each ethnic category who were offered a position and accepted.**

Notes for clarity:

- **“Successful” means an applicant who received an offer and accepted the role.**
- **Please use the self-declared data you collect for diversity monitoring purposes at the application stage.**

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**

- **If small numbers in any category risk identifying an individual, please apply standard suppression (e.g., replace counts under 5 with "<5"), in line with ICO and Home Office disclosure control guidance.**
- **If you cannot provide the exact date range for 2025 so far, please use the most recent complete period available and specify the period covered.**

Please find attached.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 26/08/2025

PC	Total	Christian	Buddhist	Jewish	Hindu	Sikh	Muslim	Pagan	Prefer not to say	No religion	Any Other
Applied 2019	526	155	1				1		21	345	3
Accepted 2019	98	34							1	63	
Applied 2020	386	121	1			1	4		11	245	3
Accepted 2020	115	34				1			5	74	1
Applied 2021	366	103	2				2		8	246	5
Accepted 2021	125	35							6	81	3
Applied 2022	455	137	1				4		8	300	5
Accepted 2022	131	40							1	90	
Applied 2023	469	160					1	6	11	291	
Accepted 2023	131	41							1	89	
Applied 2024	595	177			3		5	1	20	388	1
Accepted 2024	102	30						1	1	70	
Applied 2025	406	134	1	1					15	255	
Accepted 2025	65	22					1		3	39	

[illegible]

Staff	Total	Christian	Buddhist	Jewish	Hindu	Sikh	Muslim	Pagan	Prefer not to say	No religion	Any Other	Blank
Applied 2019	381	136		3	1				10	221	3	7
Accepted 2019	98	42							1	54		1
Applied 2020	659	224	4		2		7		37	380	5	
Accepted 2020	118	52							4	60	2	
Applied 2021	1686	632	2	2			11		83	944	11	1
Accepted 2021	188	78							7	102	1	
Applied 2022	1578	583	2	1	5		14		39	927	7	
Accepted 2022	234	90					1		9	133	1	
Applied 2023	1770	664	4	1	12		25	2	50	1002	10	
Accepted 2023	301	114	1						12	173	1	
Applied 2024	1822	627	14	2	6	1	30	5	60	1070	7	
Accepted 2024	257	106		1					4	144	2	
Applied 2025	1796	589	8		6	2	20	4	49	1045	8	
Accepted 2025	115	58			1				2	53	1	

[illegible]

Other officer	Total	Christian	Buddhist	Jewish	Hindu	Sikh	Muslim	Pagan	Prefer not to say	No religion	Any Other	Blank
Applied 2019	106	46							8	42	4	6
Accepted 2019	33	15							2	12	2	2
Applied 2020	246	100	2		1		1		27	112	3	
Accepted 2020	56	28	2		1				3	22		
Applied 2021	352	159		1	1				22	168	1	
Accepted 2021	37	15							1	21		
Applied 2022	350	158	1		1	1			28	159	2	
Accepted 2022	48	18							2	28		
Applied 2023	314	128			1	1	2	1	26	145		10
Accepted 2023	105	36			1		1	1	6	54		6
Applied 2024	387	184						1	24	170	1	7
Accepted 2024	102	44							6	47		5
Applied 2025	218	89						1	13	112		3
Accepted 2025	34	13							3	18		

Other Officer	Total	White Eng/Welsh/Scot/Irish/British	White - British	White - English	White - Welsh	White - Irish	White - Scottish	White - Roma	White Any other background	Asian/Asian British - Any other Asian background	Asian/Asian British - Pakistani	Asian/Asian British - Bangladeshi	Asian/Asian British - Chinese	Asian/Asian British - Indian	Black/African/Caribbean/Black British - Caribbean	Black/African/Caribbean/Black British - Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/British	Black/African/Caribbean/Black British - Any other Black / African / Caribbean	Mixed/Multiple ethnic groups - Any other Mixed / multiple ethnic background	Mixed/Multiple ethnic groups - White and Asian	Mixed/Multiple ethnic groups - White and Black African	Mixed/Multiple ethnic groups - White and Black Caribbean	Other ethnic group - Any other ethnic group	Other ethnic group - Arab	Prefer not to say - Prefer not to say	Blanks
Applied 2019	106		44	6	48														2					1	5
Accepted 2019	33		14		15													1						1	2
Applied 2020	246		96	13	127	1				1				1					1					6	
Accepted 2020	56		15	4	33	1								1				1						1	
Applied 2021	352	213	60	9	55	3			1									3				2		6	
Accepted 2021	37	23	8	1	3				1									1							
Applied 2022	350	332							1					3				1	2			1		10	
Accepted 2022	48	47																						1	
Applied 2023	314	290				1			3	2				1								1		6	10
Accepted 2023	105	95				1				2														1	6
Applied 2024	387	366				2			4				1	1					1			1		4	7
Accepted 2024	102	96				1																			5
Applied 2025	218	203							4	1								1	1			2		2	3
Accepted 2025	34	32							1									1							