



Your reference:

Our reference: FOI_24_0582

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 03/07/2024

Dear

Gloucestershire Constabulary Freedom of Information request FOI_24_0582

On 11/06/2024 you sent an email constituting a request under the Freedom of Information Act asking the following:

REQUEST 1:

What would you like to know?: The various routes for the employment of police officers, including apprenticeships and any other identified pathways for the past 10 years (if possible in tabulated format).

REQUEST 2:

What would you like to know?: The number of Black, Asian, and Minority Ethnic applications received for the past 10 years (if possible in tabulated format).

REQUEST 3:

What would you like to know?: The number of Black, Asian, and Minority Ethnic applicants who were invited for interviews for the past 10 years (if possible in tabulated format).

REQUEST 4:

What would you like to know?: The number of Black, Asian, and Minority Ethnic applicants who were ultimately employed for the past 10 years (if possible in tabulated format)

REQUEST 5:

What would you like to know?: The number of Black, Asian, and Minority Ethnic individuals who are still currently employed as police officers.

Under the Freedom of Information Act 2000 s1, I can confirm that Gloucestershire Constabulary holds some relevant information.

Police Forces in the United Kingdom are routinely required to provide statistics to government bodies and the recording criteria is set nationally. However, the systems used for recording these figures are not generic, nor are the procedures used locally in capturing the data. It should be noted that for these reasons the figures given relate to information from the specific recording system of Gloucestershire Constabulary and should not be used for comparison purposes with any other response you receive.

Please note that our systems are designed to record information for policing purposes and the investigation of crime and not to extract statistical information. Accordingly whilst we endeavour to extract relevant data within the time limits of the Act, any data supplied is subject to these limitations.

Some older records did not hold ethnicity information so this has been compiled as best as possible. As the Home Offices ethnicity categories have been updated over the years there are inconsistencies within the data. Multi-ethnic minority candidates have been recorded under 'ethnic minority'.

Please be advised that the data provided below is a snapshot of where candidates are in the recruitment process as of today. We still have live candidates from 2023 & 2024 who have applied and not reached interview or intake stage.

1.

- 2014 – 31/03/2020 IPLDP - Initial Police Learning & Development Programme
- Jan 2021 – No further intakes - Police Now - Direct Entry for Detective Constables
- Sep 2022 – Current - PPD - Pre join Degree in professional policing
- 27/02/2024 – Current - DC DHEP - Detective Degree Holder Entry Programme
- 01/04/2020 – Current - PCDA - Police Constable Degree Apprenticeship
- 01/04/2020 – Current - DHEP - Degree Holder Entry Programme

2.

Year	Black	Asian	Minority Ethnic
2014	Not available	Not available	Not available
2015	0	2	2
2016	8	1	55
2017	0	3	1
2018	0	0	4
2019	3	10	11

2020	1	2	21
2021	4	4	20
2022	10	9	37
2023	4	7	28
2024	1	4	24

3.

Year	Black	Asian	Minority Ethnic
2014	Not available	Not available	Not available
2015	0	2	1
2016	Not available	Not available	Not available
2017	0	3	1
2018	0	0	4
2019	1	0	4
2020	0	0	1
2021	1	1	5
2022	1	0	8
2023	1	2	3
2024	0	0	4

4.

Year	Black	Asian	Minority Ethnic
2014	Not available	Not available	Not available
2015	0	0	1
2016	Not available	Not available	Not available
2017	0	3	1
2018	0	0	4
2019	0	1	2
2020	0	0	1
2021	0	1	3
2022	1	0	6
2023	0	0	2
2024	0	0	0

5. The data for this question has been sourced from a secondary system which provides more detail with regards to ethnicity.

Ethnicity	Total
African/Black British	1
Asian - Indian	4
Bangladeshi/Asian British	1
Caribbean/Black British	3
Chinese	1
Mixed - White & African Black	2
Mixed - White & Caribbean Black	7
Mixed - White Asian	3
Not Stated	28
Other Asian Background	1
Other Background	2
Other Black Background	1
Other Mixed Background	8
Other White Background	23
Pakistani/Asian British	1
Prefer not to say	24
White - British	1103
White - English	5
White - English / Welsh / Scot	67
White - Irish	5
White - Scottish	1
White - Welsh	3
Total	1294

If you are not satisfied with this response or any actions taken in dealing with your request, you have the right to ask that we review your case under our internal procedure. Please note that a request for an internal review must be made within 20 working days of the response to your original request.

If you decide to request that such a review is undertaken and following this process you are still unsatisfied, you then have the right to direct your complaint to the Information Commissioner for consideration.

The Information Commissioner can be contacted via the following means:

Website - <https://ico.org.uk/>

Call their helpline - 0303 123 1113

Email - casework@ico.org.uk

Post –

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

Disclosure Officer
Gloucestershire Constabulary