

Gloucestershire Constabulary
Police Headquarters
No.1 Waterwells, Waterwells Drive
Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Our reference: FOI_26_0581

E-mail: FOI

@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 01/09/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0581

On 16/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

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.

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.

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

Following receipt of your request, one of the Constabulary's subject matter experts (SMEs) conducted searches for the relevant and recorded information required to provide an answer to your questions. I can confirm the information is shared in the attached spreadsheet - *26_0581 Data* - as you requested. Please note, PEQF was implemented across Gloucestershire Constabulary on 27/04/2020; our SME included new recruits 5 years prior to this and up to 16/6/2026 in the data set.

Please note the acronyms/abbreviations used in the dataset, set out below:

IPLDP	Initial Police Learning and Development Programme
DHEP	Degree Holder Entry Programme
PCDA	Police Constable Degree Apprenticeship
Prejoin	Professional Policing Pre-Join Programme

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