

Gloucestershire Constabulary
Police Headquarters
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Quedgeley, Gloucester. GL2 2AN
www.gloucestershire.police.uk



Our reference: FOI_26_0601

E-mail: FOI@gloucestershire.police.uk

Direct dial: 01452 754304

Postal Address: As above

Date: 23/09/2026

Dear

Gloucestershire Constabulary Freedom of Information request FOI_26_0601

On 26/06/2026 you sent an email constituting a request under the Freedom of Information Act asking the following:

Please provide the following information for the period from 1 January 2020 (or earliest available PEQF implementation date within your force) to the most recent available date:

1. Recruitment under PEQF

The total number of police officers recruited via PEQF entry routes, broken down by entry route:

- Police Constable Degree Apprenticeship (PCDA)
- Degree Holder Entry Programme (DHEP)
- Pre-Join Degree (PJD) (if applicable)

2. Programme Completion

For each of the above entry routes, please provide:

- The number of officers who have successfully completed the programme

3. Attrition (Non-Completion)

For each entry route, please provide:

- The number of recruits who left the programme before completion
- If available, a breakdown of reasons for leaving (e.g., voluntary resignation, dismissal, medical, academic failure)

4. Route Transfers

For each entry route, please provide:

- The number of recruits who transferred from one PEQF route to another prior to completion
- If possible, indicate the direction of transfer (e.g., PCDA to IPLDP or PCEP)

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.

Please note, PEQF was implemented across Gloucestershire Constabulary in April 2020, data therefore stems from there onwards. Please see the response to your request below.

Entry route	Number of recruitments
Police Constable Degree Apprenticeship (PCDA)	275
Degree Holder Entry Programme (DHEP)	235
Pre-Join Degree (PJD)	21

From these results, 243 officers successfully completed the programmes, and 116 left prior to completion of their programme.

Reason for incompleteness	Number officers
Resigned	74
Dismissal whilst under probation	2
Resigned pending dismissal hearing	5
Transferred to another force	2
Resigned during reg 13 process	4
Resign minus pension	9

Dismissed disciplinary	2
Route Transfer	No Information held

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