

Recruitment & Onboarding

Year 3 Tracker 19th July 2022										
Month	Year 3 Uplift	PCDA/ DHEP/IPLDP+/Pre Join	Police Now	DHEP – Direct Entry Detective	Transferees	Rejoiners	SOC ROCU	Returns (secondment)	Leavers Estimate	End of Month Headcount
Apr-22	894						1		(20)	875
May-22	875				4		1		(7)	873
Jun-22	873				5				(9)	869
Jul-22	869				6				(4)	871
Aug-22	871	50			10				(7)	924
Sep-22	924	50			8				(3)	979
Oct-22	979				14	5			(26)	972
Nov-22	972	50			13				(16)	1,019
Dec-22	1,019				8	5			(19)	1,013
Jan-23	1,013	40		20	0			1	(16)	1,058
Feb-23	1,058				0				(18)	1,040
Mar-23	1,040		10		0			1	(16)	1,035
Closing headcount at 31st March 2023	1,035									
Year 3 target headcount	995	* Inc additional 9 from SOC Uplift**		TARGET:						
Recruitment required from 1/4/22 to meet Year 3 target	101			PCDA/ DHEP/Pre Join/IPLDP+	190					
Recruitment ambitions to 31/3/23	302			DHEP – Direct Entry Detective	20					
Attrition to 31/03/23	(161)			Police Now	10					
Over/(Under)	40									

- a. The above Year 3 tracker remains broadly unchanged since June's update to Police Authority Board. There have been some slight amendments on the training calendar, namely around student constable intake start dates. There are still planned intakes due to commence in August, September, November, January, and a Police Now intake in March 2023. Attrition is also below predicted levels, which is commensurate to the number of transferees joining the Force, which has been reflected in July and August's figures on the Year 3 Workforce Tracker. However, we are seeing a trend with officers applying to transfer to the MPS (currently 14).
- b. In terms of achieving the IPLDP+/Pre-Join intake of 50 new constables in August, the Force are running two cohorts of 25 that are two weeks apart (8th and 22nd August respectively). This will allow for additional resilience in the event of unforeseen circumstances, such as welfare issues and candidates wanting to defer due to it being the summer period. The Force currently have 27 student constables that are cleared of all pre-employment checks and have been given final offers and confirmed acceptance to start on 8th August 2022. This again has been overpopulated to provide resilience as it can be invidious to predict candidate behaviour in the run up to a cohort starting.
- c. In terms of the August 22nd cohort, there are currently 13 new constables that have cleared all pre-employment checks and have been given final offers and confirmed acceptance. The Police Uplift Programme (PUP) team are currently working hard to increase the number on this intake on the run up to the start date

- d. With regards to the September intakes, the Force have a cohort of 25 officers planned for the Police Constable Degree Apprenticeship (PCDA) entry route as well as an additional 25 officers scheduled to join on the Degree Holder Entry Programme (DHEP) route. Both of these intakes will be supported by Coventry University, as the Force's chosen Higher Education Institute. In terms of the PCDA and DHEP September cohorts, there is a current pool of 89 candidates, all of which have conditional offers and 10 are at the Risk Managed vetting stage.

Current Candidate Breakdown by Entry Route as of 19th July 2022

Overview of Intakes /Offers									
19/07/2022	Total Pool at conditional offer stage	Final Offer Accepted	At Vetting Risk ma	Conditional offers	Male	Female	Gender Not stated	Ethnicity /not stated / prefer not to say	
IPLDP & Pre Join August intakes	52				38	14	0		21
8th August 2022			27	6	22	4	0		4
22nd August 2022			13	7	9	3	0		3
PCDA	39				31	7	1		11
19th September 2022		4-awaiting acceptance			4	0	0		1
DHEP	50				37	13	0		22
DHEP -26 September 2022			4		3	1	1		1
Next Day 1 -Online Assessment	18-25 August 22								
Day 1 results pending	62 candidates from 1 st - 8 th June - Results -18 passes/14 fails -more results to follow				50 candidates from 14 th - 21 st June - 23 Pass /18 failed /7 still awaiting result				
Next Day 2 -	19,20,21 July 2022 -Booked to attend 37			Next Day 2 (16,17,18 August 2022)					
Overview of applicant pool									

- e. From the student constable intakes, 75% are male and 25% are female. 76% are non-BAME and 11% are from a Black, Asian, and Minority Ethnic background. This data is not currently in line with force ambitions, however, this is a challenge that is not unique to the Force and most forces nationally are not meeting their diversity ambitions. However, they are employing a number of options in line with our continued Outreach and Comms Strategy, including the following:-

- Placing job adverts to target particular groups, to increase the number of applicants from underrepresented groups. This could include part time, flexible working and job share adverts as it is know more female officers apply for this than male ones. Increasing targeted advertising on popular female social media platforms.
- Including statements in job adverts to encourage applications from under-represented groups, such as 'we welcome female applicants'.
- Offering training or internships to help certain groups get opportunities or progress at work. This would include input from the women's network and other staff associations

- Offering shadowing or mentoring to groups with particular needs. This would also be expanded to assistance with promotion preparation for anyone with protected characteristics at underrepresented ranks.
- Hosting further open days/webinars specifically for under-represented groups to encourage them to get into a particular field.