

## Re: FOI 591/2026 - Police officer recruits, broken down by gender, ethnicity and age (2019 to 2025)

| Gender                                                        | 2019- PCDA | 2019- DHEP | 2020- PCDA | 2020- DHEP | 2021- PCDA | 2021- DHEP | 2021-PreJoin | 2022- PCDA | 2022- DHEP | 2022-PreJoin | 2023- PCDA | 2023- DHEP | 2023- DC DHEP | 2023-PreJoin | 2024- PCDA | 2024- DHEP | 2024- DC DHEP | 2024-PreJoin | 2025- PCEP | 2025- DCEP | 2025-PreJoin |
|---------------------------------------------------------------|------------|------------|------------|------------|------------|------------|--------------|------------|------------|--------------|------------|------------|---------------|--------------|------------|------------|---------------|--------------|------------|------------|--------------|
| Male                                                          | 8          | 9          | 18         | 15         | 13         | 16         | 1            | 37         | 19         | 1            | 29         | 13         | 5             | 5            | 15         | 3          | 8             | 2            | 28         | 9          | 4            |
| Female                                                        | 6          | 7          | 8          | 22         | 8          | 15         | 1            | 15         | 18         | 1            | 17         | 9          | 3             | 0            | 11         | 11         | 7             | 1            | 26         | 17         | 1            |
| Prefer not to say                                             | 2          | 3          | 1          | 1          | 0          | 3          | 0            | 2          | 1          | 0            | 1          | 0          | 0             | 0            | 0          | 1          | 1             | 0            | 1          | 1          | 0            |
| Unknown                                                       | 6          | 3          | 10         | 11         | 5          | 5          | 0            | 10         | 7          | 1            | 14         | 6          | 2             | 0            | 8          | 1          | 5             | 0            | 1          | 1          | 1            |
| Total                                                         | 22         | 22         | 37         | 49         | 26         | 39         | 2            | 64         | 45         | 3            | 61         | 28         | 10            | 5            | 34         | 16         | 21            | 3            | 56         | 28         | 6            |
| Ethnicity                                                     | 2019- PCDA | 2019- DHEP | 2020- PCDA | 2020- DHEP | 2021- PCDA | 2021- DHEP | 2021-PreJoin | 2022- PCDA | 2022- DHEP | 2022-PreJoin | 2023- PCDA | 2023- DHEP | 2023- DC DHEP | 2023-PreJoin | 2024- PCDA | 2024- DHEP | 2024- DC DHEP | 2024-PreJoin | 2025- PCEP | 2025- DCEP | 2025-PreJoin |
| Mixed - Any other Mixed / multiple ethnic background          | 0          | 0          | 1          | 1          | 0          | 0          | 0            | 0          | 1          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0            |
| Black - English / Welsh / Scottish / Northern Irish / British | 0          | 0          | 0          | 0          | 1          | 1          | 0            | 0          | 0          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 2          | 1          | 0            |
| Asian - English / Welsh / Scottish / Northern Irish / British | 0          | 0          | 0          | 1          | 0          | 0          | 0            | 0          | 0          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0            |
| Mixed - Any other Mixed / multiple ethnic background          | 0          | 0          | 1          | 0          | 0          | 0          | 0            | 0          | 0          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 1          | 0          | 0            |
| Mixed -White and Asian                                        | 0          | 0          | 0          | 0          | 0          | 0          | 0            | 0          | 0          | 0            | 0          | 0          | 0             | 0            | 1          | 0          | 0             | 0            | 0          | 0          | 0            |
| White - Any other White background                            | 2          | 2          | 1          | 1          | 1          | 4          | 0            | 5          | 3          | 0            | 3          | 2          | 0             | 0            | 4          | 1          | 0             | 0            | 4          | 4          | 0            |
| White - English / Welsh / Scottish / Northern Irish / British | 12         | 12         | 24         | 34         | 20         | 24         | 2            | 52         | 39         | 3            | 56         | 26         | 9             | 4            | 29         | 14         | 19            | 2            | 47         | 22         | 6            |
| Mixed - White and Black Caribbean/African                     | 0          | 0          | 0          | 1          | 0          | 1          | 0            | 1          | 0          | 0            | 0          | 0          | 1             | 0            | 0          | 0          | 0             | 1            | 0          | 0          | 0            |
| Black - Caribbean                                             | 0          | 0          | 0          | 0          | 1          | 0          | 0            | 1          | 0          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0            |
| Asian - Pakistani/Indian                                      | 0          | 0          | 0          | 0          | 0          | 0          | 0            | 1          | 0          | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 1             | 0            | 1          | 0          | 0            |
| Any other ethnic group                                        | 0          | 0          | 0          | 0          | 0          | 0          | 0            | 0          | 0          | 0            | 1          | 0          | 0             | 0            | 0          | 0          | 0             | 0            | 0          | 0          | 0            |
| Blank/Prefer not to say                                       | 8          | 8          | 10         | 11         | 3          | 9          | 0            | 4          | 2          | 0            | 1          | 0          | 0             | 1            | 0          | 1          | 1             | 0            | 1          | 1          | 0            |
| Total                                                         | 22         | 22         | 37         | 49         | 26         | 39         | 2            | 64         | 45         | 3            | 61         | 28         | 10            | 5            | 34         | 16         | 21            | 3            | 56         | 28         | 6            |
| Age                                                           | 2019- PCDA | 2019- DHEP | 2020- PCDA | 2020- DHEP | 2021- PCDA | 2021- DHEP | 2021-PreJoin | 2022- PCDA | 2022- DHEP | 2022-PreJoin | 2023- PCDA | 2023- DHEP | 2023- DC DHEP | 2023-PreJoin | 2024- PCDA | 2024- DHEP | 2024- DC DHEP | 2024-PreJoin | 2025- PCEP | 2025- DCEP | 2025-PreJoin |
| 18-24                                                         | 8          | 8          | 18         | 13         | 9          | 19         | 2            | 26         | 20         | 3            | 22         | 5          | 3             | 4            | 15         | 7          | 7             | 2            | 30         | 14         | 5            |
| 25-30                                                         | 8          | 9          | 13         | 23         | 9          | 13         | 0            | 21         | 15         | 0            | 18         | 15         | 4             | 1            | 11         | 6          | 5             | 1            | 15         | 8          | 1            |
| 31-36                                                         | 4          | 3          | 5          | 10         | 4          | 5          | 0            | 13         | 7          | 0            | 10         | 3          | 2             | 0            | 5          | 3          | 6             | 0            | 4          | 3          | 0            |
| 37-42                                                         | 1          | 1          | 1          | 0          | 4          | 2          | 0            | 2          | 1          | 0            | 9          | 3          | 0             | 0            | 3          | 0          | 1             | 0            | 2          | 1          | 0            |
| 43-48                                                         | 1          | 1          | 0          | 3          | 0          | 0          | 0            | 0          | 2          | 0            | 1          | 1          | 0             | 0            | 0          | 0          | 2             | 0            | 4          | 0          | 0            |
| 49-57                                                         | 0          | 0          | 0          | 0          | 0          | 0          | 0            | 0          | 0          | 0            | 1          | 1          | 1             | 0            | 0          | 0          | 0             | 0            | 1          | 2          | 0            |
| Total                                                         | 22         | 22         | 37         | 49         | 26         | 39         | 2            | 64         | 45         | 3            | 61         | 28         | 10            | 5            | 34         | 16         | 21            | 3            | 56         | 28         | 6            |