

Your force requires applicants joining via the Police Constable Degree Apprenticeship route to have at least a Level 3 qualification that equates to 64 UCAS points, other forces accept a Level 3 qualification without UCAS points.

1) Why does your force require the UCAS points when other forces do not?

West Midlands Police cannot respond regarding the decisions of other forces; each force is working with different education providers. West Midlands Police is collaborating with Staffordshire University, with which the Force has agreed that in order to have the best chance of successfully completing a Level 6 vocational qualification, individuals require prior academic qualification equivalent to 64 UCAS points. This is in line with national guidance and is based on the understanding of the academic requirements and demands of the degree programme, which run in parallel to the occupational operational context. Entry requirements are kept under review.

2) Has there been an Impact assessment to see if the requirement for UCAS points will have an adverse effect on applications from people with Black Asian or Minority Ethnic backgrounds?

The force conducted an equality impact assessment for the PCDA programme as part of the Quality review undertaken by the college of Policing before the licence to train was granted. This was drafted in conjunction with HR, Learning & Development, Positive Action representatives, university leads and dedicated diversity advisors (not exhaustive).

3) Has there been an Equality Impact assessment to see if the requirement for UCAS points has had an adverse effect on applications from people with Black Asian or Minority Ethnic backgrounds?

West Midlands Police has not yet completed this assessment however we are keen to complete this once able to do so. WMP Positive Action Team are continuously reviewing withdrawals at various stages to identify if any extra support is required for people from Black and Asian or Minority Ethnic backgrounds.