

Request Reference: 294A/21

1) As of the 21st of February 2021, how many police candidates who have successfully passed their online or face to face assessment centres for the DHEP route are being processed by the recruitment team and waiting for a start date?

634

2) How many new DHEP police officers is WMP planning on taking on in the year 2021?

288 in the full calendar year January to December 2021.

3) How are DHEP candidates prioritised for earlier intakes: is it based on assessment centre performance, date applied or other factors? If other factors, please state what is taken into consideration.

Date applied along with the successful completion of the relevant background checks such as vetting, fitness, medical.

4) Providing their satisfactory performance in fitness testing and passing vetting, will all DHEP candidates currently being processed by the recruitment team be offered places eventually, or could numbers be slashed and some candidates withdrawn?

We are hoping to be able to accommodate all successful applicants, some of whom may wish and be eligible to join via PCDA. It is important to note that pre-employment checks such as vetting / fitness must be completed within a specific time period before starting.

5) Is WMP planning on re-opening the DHEP route for new candidates in the foreseeable future, and if yes, when?

We will make an assessment of our candidate pipeline in May and take a decision on whether we need to re-advertise. There is information on our website about degree holders applying for PCDA in the eligibility section. "If you have already been to university and have achieved a degree in a non-policing related subject you may be eligible, and choose, to join us on the PCDA, rather than waiting for a place on our degree-holder entry programme (DHEP)".