

Request Reference: 956A/21

1. Please confirm of the forces' intake dates for new recruits for a period of two-years from circa February 2016.

New recruit intakes Feb 2016 - Feb 2018:

Date	New Recruits	Police Now	Grand Total
18/04/2016	20		20
25/04/2016	19		19
03/05/2016	20		20
18/07/2016		13	13
05/09/2016	17		17
12/09/2016	20		20
19/09/2016	18		18
26/09/2016	22		22
16/01/2017	13		13
23/01/2017	17		17
15/05/2017	16		16
22/05/2017	11		11
05/06/2017	23		23
24/07/2017	23	20	43
18/09/2017	23		23
25/09/2017	18		18
02/10/2017	20		20
09/10/2017	20		20
16/10/2017	20		20
15/01/2018	20		20
22/01/2018	20		20
29/01/2018	19		19
05/02/2018	19		19
12/02/2018	19		19
Grand Total	437	33	470

2. In respect of each of any intake referred to in response to question 1 above, please confirm of the number of applicants and the number of successful candidates.

This is not something that is available. Due to bulk recruitment, applications will be open for a period and then those applicants will go through the process and could be anywhere between 8 months and two years before becoming part of an intake. As a guide, the following table shows the two bulk recruitment campaigns that most likely form the pool of applicants for most of the intakes:

Recruitment - Application Periods:

Recruitment	Approx Application dates	Applicants
Wave 2	Mar - Jun 2015	3,304
Wave 3	Nov - Dec 2016	3,413

3. Please confirm the minimum qualification required for new intakes at that time (i.e. 2016/2017) and specifically whether a 'Level 3 City & Guilds Certificate in Knowledge of Policing' would have been acceptable.

At the time the requirement was a Level 3 qualification plus a Level 2 minimum in English. Therefore the stated example would have been sufficient, providing the individual also had the L2 in English.

4. Please confirm whether at that time there would have been any minimum period of unpaid work required (i.e. time served as a PCSO or suchlike) before formal engagement of an officer to the force.

No period of unpaid work would be required

5. Please confirm the starting salary for new officers in the years 2016 and 2017 respectively.

Starting salary for new recruits as follows (national payscale) with annual values as follows from 1st Sept each year:

1st Sept 2015 = £19,578

1st Sept 2016 = £19,773

1st Sept 2017 = £19,971

6. Please confirm the force policy in respect of maternity pay for new starters (within the initial two-years) and beyond.

Summary of Maternity Leave and Pay entitlements (as per force policy):

Length of Continuous Service Employment	Intention (returning to work after maternity?)	Leave Entitlement	Pay Entitlement
Less than 26 weeks continuous service at your qualifying week	Returning or not returning	15 months	No entitlement to Statutory Maternity Pay (but you may be eligible for Maternity Allowance).
More than 26 weeks continuous service at your qualifying week but less than 52 weeks (Police Staff) or 63 weeks (Police Officers) at the 11th week before the expected week of childbirth (EWC)	Returning or not returning	15 months	Statutory Maternity Pay
52 or more continuous service (Police Staff) / 63 weeks or more continuous service (Police Officers) at the 11th week before the expected week of childbirth (EWC)	Returning	15 months	Enhanced Maternity Pay (which includes Statutory Maternity Pay)
52 or more continuous service (Police Staff) / 63 weeks or more continuous service (Police Officers) at the 11th week before the expected week of childbirth (EWC)	Not Returning		Statutory Maternity Pay (Police Staff only) Enhanced Maternity Pay (which includes Statutory Maternity Pay for Police Officers)