

1. I would like to know how many police officers have been recruited since 2009 by West Midlands Police?

| Year | Police Officer Recruits |
|-------------|-------------------------|
| 2009 | 490 |
| 2010 | 143 |
| 2011 | 2 |
| 2012 | 1 |
| 2014 | 87 |
| 2015 | 188 |
| 2016 | 179 |
| 2017 | 286 |
| 2018 | 363 |
| 2019 | 305 |
| 2020 | 905 |
| 2021 | 828 |
| Grand Total | 3,777 |

2. And of the total number of applications received how many of those that disclosed a disability identified as a mental health issue went through the recruitment process?

| | Number | % of Total |
|-----------------------------------------------------|--------|------------|
| Total Applicants | 18,286 | |
| Total Applications | 20,927 | |
| Applicants with Declared Mental Health Disability | 232 | 1.3% |
| Applications with Declared Mental Health Disability | 261 | 1.2% |

NB This table shows the number of applications as well as the number of individual applicants that refers to (some individuals may apply more than once). Additionally, this data refers to the period July 2017 – present. This is because we only hold this data since we moved to our current recruitment system in July 2017.

3. And what stage they reached?

| Recruitment Stage | Mental health condition | % |
|------------------------------------|-------------------------|-----|
| Initial Checks - Declined | 181 | 69% |
| Initial Checks - Withdrawn | 9 | 3% |
| Initial Checks - In Progress | 1 | 0% |
| Values Based Interview - Declined | 7 | 3% |
| Values Based Interview - Withdrawn | 2 | 1% |

| | | |
|------------------------------------------|-----|------|
| National Assessment Centre - Declined | 7 | 3% |
| National Assessment Centre - Withdrawn | 9 | 3% |
| National Assessment Centre - In Progress | 6 | 2% |
| Background Checks - Declined | 10 | 4% |
| Background Checks - Withdrawn | 9 | 3% |
| Background Checks - In Progress | 16 | 6% |
| Hired | 4 | 2% |
| Grand Total | 261 | 100% |

NB Background checks comprise of multiple factors such as medicals, fitness tests & vetting etc, so candidates declined may have been for any of these reasons