

Between the years July 2015 – July 2022, I would like the following information, broken down by year.

- 1. How much per year did your police force spend on training officers**
 - Of this, how much went into training new recruits**

In relation to questions 1 and 2, we are unable to easily extract information prior to 2017, therefore we have provided information starting from the financial year 2017 - 2018. Our data is recorded in financial years therefore we have not been able to present this from July – July as originally requested.

The information provided below is the total value of spend on 'core' training requirements in the five financial years. The financial data is not codified on the ledger in a way that would distinguish between officers and staff, therefore this data represents all training spend in pursuit of policing goals. Additionally, training of new recruits may not always be obvious from the data that we capture on the ledger, although we have provided data from the PEQF training account over the same period (this increases in later years due to the training of uplift officers). This covers direct WMP costs but doesn't cover the recycling of the Apprenticeship Levy contribution to Staffordshire University for the PCDA programme.

Core Training

FY 17/18 - £3.656m
FY 18/19 - £6.908m
FY 19/20 - £7.632m
FY 20/21 - £7.330m
FY 21/22 - £7.332m

PEQF costs

FY 17/18 - £14k
FY 18/19 - 0
FY 19/20 - £30k
FY 20/21 - £250k
FY 21/22 - £960k

- 2. How much per year did your force spend on recruitment, and how many new recruits joined your force?**

In relation to questions 1 and 2, we are unable to easily extract information prior to 2017, therefore we have provided information starting from the financial year 2017-2018. Our data is recorded in financial years therefore we have not been able to present this from July – July as originally requested.

The information provided below is the total value of spend on the 'core' recruitment team in the five financial years. This doesn't capture the 'peripheral' costs of recruitment such as Vetting, Occupational Health or recruiting manager time/other departmental costs, as this would not be quantifiable.

Recruitment team

FY 17/18 - £576k
FY 18/19 - £1.075m
FY 19/20 - £1.648m
FY 20/21 - £3.567m (includes Police NOW for uplift)
FY 21/22 - £2.450m (includes Police NOW for uplift)

Below is the number of Police officer joiners as requested, split into years but with 2015 & 2022 showing months to account for the fact that they aren't full annual figures. As you have asked about recruits, we have broken the numbers down into those that are Student Officers and those who joined via different routes, which don't have the same training input requirements.

Year	New Recruits	Transfer / Re-Joiner / Direct Entry	Grand Total
2015	94	9	103
Jul	52	-	52
Aug	22	7	29
Sep	-	1	1
Nov	20	1	21
2016	150	28	178
2017	226	59	285
2018	268	95	363
2019	252	53	305
2020	853	52	905
2021	755	73	828
2022	364	36	400
Jan	71	1	72
Feb	70	10	80
Mar	144	-	144
Apr	79	25	104
Grand Total	2,962	405	3,367