

4 August 2026

FOI Ref 23048

Request - You asked Staffordshire Police (SP) the following:

I am writing to request information under the Freedom of Information Act 2000 regarding police officer recruitment via the Policing Education Qualifications Framework (PEQF).

Please provide the following information for the period from 1 January 2020 (or earliest available PEQF implementation date within your force) to the most recent available date:

1. Recruitment under PEQF

The total number of police officers recruited via PEQF entry routes, broken down by entry route:

- Police Constable Degree Apprenticeship (PCDA)
- Degree Holder Entry Programme (DHEP)
- Pre-Join Degree (PJD) (if applicable)

2. Programme Completion

For each of the above entry routes, please provide:

- The number of officers who have successfully completed the programme

3. Attrition (non-completion)

For each entry route, please provide:

- The number of recruits who left the programme before completion
- If available, a breakdown of reasons for leaving (e.g., voluntary resignation, dismissal, medical, academic failure)

4. Route Transfers

For each entry route, please provide:

- The number of recruits who transferred from one PEQF route to another prior to completion
- If possible, indicate the direction of transfer (e.g., PCDA to IPLDP or PCEP)

Please could these be broken down by year.

SP received your request on 26/06/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds some of the requested information.

I am writing to request information under the Freedom of Information Act 2000 regarding police officer recruitment via the Policing Education Qualifications Framework (PEQF).

Please provide the following information for the period from 1 January 2020 (or earliest available PEQF implementation date within your force) to the most recent available date:



1. Recruitment under PEQF

The total number of police officers recruited via PEQF entry routes, broken down by entry route:

- Police Constable Degree Apprenticeship (PCDA)
 - Degree Holder Entry Programme (DHEP)
 - Pre-Join Degree (PJD) (if applicable)
- **Disclosed, please see the accompanying file titled 'FOI 23048 Officer Recruitment Data'.**

2. Programme Completion

For each of the above entry routes, please provide:

- The number of officers who have successfully completed the programme
- **Disclosed, please see the accompanying file titled 'FOI 23048 Officer Recruitment Data'.**

3. Attrition (non-completion)

For each entry route, please provide:

- The number of recruits who left the programme before completion
 - If available, a breakdown of reasons for leaving (e.g., voluntary resignation, dismissal, medical, academic failure)
- **Disclosed, please see the accompanying file titled 'FOI 23048 Officer Recruitment Data'.**

4. Route Transfers

For each entry route, please provide:

- The number of recruits who transferred from one PEQF route to another prior to completion
 - If possible, indicate the direction of transfer (e.g., PCDA to IPLDP or PCEP)
- **Disclosed, 1 transfer which was in exceptional circumstances. SP do not routinely transfer students across routes.**

Please could these be broken down by year.

Please note;

- that some students may have started their course but had their probationary period extended.
- with regards to questions 2 and 3, the figures will be lower or zero as participants will still be actively undertaking the course and therefore will not appear elsewhere within this dataset.
- that individuals do not necessarily finish in their 3 years on PCDA this could be due to time off and realignment of study and revisit of EPA (End Point Assessment).
- that these figures have been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems and software. The data that SP has provided accounts for all the full financial years to date (that is up to March 2026). It should be noted that the figures provided by SP relate to the financial years in which the programmes commenced.

Every effort is made to ensure that the figures presented are accurate and complete. However, it is important to note that data is extracted from multiple sources, developed for specific policing purposes, for which data extraction methods have not been specifically designed to directly correlate with the terminology of this request. Therefore, the data presented is subject to the inaccuracies and idiosyncrasies inherent in any large-scale recording system.

Consequently, care should be taken in the interpretation and presentation of this data, to not misrepresent the whole or any part of the data disclosed.

All Freedom of Information request responses are published on the SP website although personal details are not included.

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from SP, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing within two months of the date of receipt of this email, and should be addressed to:

IAT@staffordshire.police.uk

Or by Post to:

Information Access Team
Staffordshire Police HQ
PO Box 3167
Stafford
ST16 9JZ

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Information Access Team within two months of the SP response to the original FOI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing. The review will be conducted by a supervisor who is independent from the original Decision Maker. The Information Access Team will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to forty working days.

The independent supervisor will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, considering the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the independent supervisor will reply to the appellant with the result of the review. If the appellant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following link: <https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/>

Freedom of Information
Information Access Team