

3 February 2026

FOI Ref 22404

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

I am writing to request information about police officer recruitment plans for your force for the forthcoming 12-month period.

Specifically, I would like to receive the following details:

Planned Number of Police Officers to be Recruited O The total number of police officer positions your force intends to recruit over the next 12 months.

Which routes you intend to use to recruit by:

- o PCEP
- o PCDA
- o DHEP
- o PPD
- o Detective programme

Recruitment Window(s)

- o The expected or confirmed dates when recruitment windows will open and close for these police officer positions.

Support for Applicants

- o Details of any support, guidance, or resources your force provides (or plans to provide) to applicants during the recruitment process. For example:
 - Applicant workshops
 - Preparation materials (e.g., for assessments or interviews)
 - Dedicated applicant support contacts
 - Outreach to under-represented or specific communities

SP received your request on 19/01/2026 and have processed this under the Freedom of Information Act (FOIA).

SP's response to your enquiry is as follows:

SP holds the requested information.

- I am writing to request information about police officer recruitment plans for your force for the forthcoming 12-month period.
- Specifically, I would like to receive the following details:



- Planned Number of Police Officers to be Recruited
O The total number of police officer positions your force intends to recruit over the next 12 months.
- **Disclosed, 157. Courses are planned to run from January 2026 to January 2027. These numbers are subject to change depending on the TOM (Target Operating Model) and other courses etc.**
- Which routes you intend to use to recruit by: - **Disclosed,**
 - o PCEP - **Yes**
 - o PCDA - **Yes**
 - o DHEP - **Yes**
 - o PPD - **Yes**
 - o Detective programme - **Yes**
- Recruitment Window(s)
 - o The expected or confirmed dates when recruitment windows will open and close for these police officer positions. – **Disclosed,**
PCDA – **Going live in the spring/summer**
PCEP / DCEP – **Live now**
DHEP – **In the summer**
PPD – **Live now**
DCDHEP – **Closed early January, will go live towards end of the Year**
- Support for Applicants
 - o Details of any support, guidance, or resources your force provides (or plans to provide) to applicants during the recruitment process. For example:
- Applicant workshops
- Preparation materials (e.g., for assessments or interviews)
- Dedicated applicant support contacts
- Outreach to under-represented or specific communities
- **Disclosed, yes support is offered. SP hold familiarisations, there are guidance's sent out, video support sessions, recruiters allocated to support with any questions, prep materials for every part of the selection process, FAQs and Positive Action support.**

Please be advised that 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:



STAFFORDSHIRE
POLICE

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