

27 January 2026

FOI Ref 22322

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

I would like to know about police leaver rates during the years 2020 - 2025 (1st Jan to 31st Dec).

1. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables were accepted onto the following training courses?

- the Degree Holder Entry Programme,
- the Police Constable Degree Apprenticeship,
- the Initial Police Learning and Development Programme?

Please provide these figures in an excel spreadsheet.

2. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables voluntarily resigned whilst on:

- the Degree Holder Entry Programme
- the Police Constable Degree Apprenticeship
- the Initial Police Learning and Development Programme

Please provide these figures in the same spreadsheet as above.

3. For the years 2020, 2021, 2022, 2023, 2024 and 2025 please break down the number of voluntary resignations by length of service:

- Less than 1 year
- 1 - 3 years
- 3 - 5 years
- 5 - 10 years
- 10 - 15 years
- 15 - 20 years
- 20 - 25 years
- 25 - 30 years

4. Provide a short analysis explaining the key reasons for voluntary resignations derived from exit interviews or surveys. Please provide this in a Word document.

5. Provide a summary of actions taken to improve police officer retention. Please provide this in the same Word document.

SP received your request on 06/01/2026 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 would like to know about police leaver rates during the years 2020 - 2025 (1st Jan to 31st Dec).
- 1. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables were accepted onto the following training courses?
 - the Degree Holder Entry Programme,
 - the Police Constable Degree Apprenticeship,
 - the Initial Police Learning and Development Programme?Please provide these figures in an excel spreadsheet.
- 2. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables voluntarily resigned whilst on:
 - the Degree Holder Entry Programme
 - the Police Constable Degree Apprenticeship
 - the Initial Police Learning and Development ProgrammePlease provide these figures in the same spreadsheet as above.
- 3. For the years 2020, 2021, 2022, 2023, 2024 and 2025 please break down the number of voluntary resignations by length of service:
 - Less than 1 year
 - 1 - 3 years
 - 3 - 5 years
 - 5 - 10 years
 - 10 - 15 years
 - 15 - 20 years
 - 20 - 25 years
 - 25 - 30 years**- Disclosed, please see the accompanying file titled 'FOI 22322 Police Leavers Data'.**
- 4. Provide a short analysis explaining the key reasons for voluntary resignations derived from exit interviews or surveys. Please provide this in a Word document.
- No information held.
- 5. Provide a summary of actions taken to improve police officer retention. Please provide this in the same Word document.
- No information held.

Please be advised that the data has been provided in financial years as this is how it is held on the system used to service this request.

Please note that this data has been provided to the best of the ability of SP, subject to the limitation of current recording protocols and systems/software.

Every effort is made to ensure that the data presented is accurate and complete. However, it is important to note that this has been 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.

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:

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



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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