

Date: 5th March 2024
Our ref: FOI/23/011755/S

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/23/011755/S

I write in connection with your request for information dated 04/12/2023, received by Greater Manchester Police (GMP) for the following information:

I am writing to you about police leaver rates during the years 2020 - 2023.

Under the Freedom of Information Act, I would like to request the following information:

1. In the years 2020, 2021, 2022 and 2023, 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 a spreadsheet.

2. In the years 2020, 2021, 2022 and 2023, 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 and 2023, please break down the number of voluntary resignations by length of service:

- **Less than 1 year**
- **1 - 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.

5. Provide a summary of actions taken to improve police officer retention.

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information and I can confirm the information requested is held by GMP.

Question 1

Headcount Students	2020	2021	2022	2023	Total
Student DCDHEP	0	0	0	25	25
Student DD	0	0	0	18	18
Student Detective	0	0	63	47	110
Student Detective Direct	20	144	26	0	190
Student Detective PJ	0	0	1	0	1
Student DHEP	0	73	249	50	372
Student DHEP PJ	0	0	4	0	4
Student IPLDP	585	383	120	370	1458
Student IPLDP Detective	0	0	0	38	38
Student Now Detective	0	0	0	28	28
Student Now Uniform	74	51	30	11	166
Student PCDA	0	67	342	182	591
Student PPDH	0	0	0	28	28
Student Pre-joiner	0	1	0	0	1
Grand Total	679	719	835	797	3030

Question 2

Sum of HC	Years				
Student Category	2020	2021	2022	2023	Grand Total
Student DD	0	0	0	1	1
Student Detective	0	0	0	8	8
Student Detective Direct	0	7	13	6	26
Student DHEP	0	0	17	50	67
Student IPLDP	28	75	92	67	262
Student Now Detective		1	0	3	4
Student Now Uniform	2	7	17	5	31

Student PCDA	0	0	14	52	66
Grand Total	30	90	153	192	465

Question 3

Sum of HC		Years				
GMP Service on leaving (full years)2	GMP Service on leaving (full years)	2020	2021	2022	2023	Grand Total
Under 1 year	0	20	48	67	101	236
1 to under 5 years	1	17	37	64	76	194
	2	7	37	53	36	133
	3	14	27	30	31	102
	4	2	10	19	13	44
5 to under 10 years	5	1	2	17	15	35
	6	2		3	9	14
	7	1	4	1		6
	8		2	3		5
	9			1	3	4
10 to under 15 years	10	4	1		2	7
	11	16	8			24
	12	11	9	6	1	27
	13	8	14	11	5	38
	14	5	14	10	13	42
15 to under 20 years	15	5	4	8	6	23
	16	14	12	9	6	41
	17	12	23	8	7	50
	18	11	16	26	14	67
	19	6	21	9	13	49
20 to under 25 years	20	8	12	21	17	58
	21	8	10	12	19	49
	22	12	9	12	11	44
	23	10	12	11	9	42
	24	9	10	21	9	49
25 to under 30 years	25	25	15	15	21	76
	26	11	13	17	18	59
	27	13	20	29	11	73
	28	18	14	19	14	65
	29	63	62	84	43	252

Question 4

No information held.

Question 5

Stay Interviews were launched in September 2022. They are open to all police officers in GMP.

The stay interviews are conducted by an independent police officer providing a confidential, psychologically safe space for police officers to discuss why they are thinking of leaving. The scope of these issues are vast and sometimes no further action is required after the interview but if further

action is required, with the persons consent, the team may seek to gain additional support for that officer to support them to remain in the organisation or at least if unsuccessful provide a dignified exit.

Stay Interviews are recognised as innovative practice by HMIC.