

Date: 28th July 2026
Our ref: FOI/26/017127/J

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/017127/J

I write in connection with your request for information dated 26/06/2026, received by Greater Manchester Police (GMP) for the following 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)***

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)***

Result of Searches

Following receipt of your request searches were conducted within Greater Manchester Police (GMP) to locate the requested information. However, GMP cannot confirm if it holds all the information that you have requested without conducting a thorough search on your behalf.

In relation to question 4 this type of information is not recorded centrally, therefore, to determine if any recruits have transferred between entry routes would require GMP to undertake a substantial review. The search/review would involve a manual trawl of all individuals records to establish if any recruits have transferred between entry routes during their time at GMP. Any data held once the review has been conducted may not be accurate. Due to the level of work required to confirm if any recruits have transferred it would take over the 18 hour cost limit.

Therefore, as per section 12(2) of the Freedom of Information Act 2000, the cost of searching for the information is above the amount to which we are legally required to respond i.e. the cost of locating the information exceeds the 'appropriate level' as stated in the Freedom of Information (Fees and Appropriate Limit) Regulations 2004.

In accordance with the Freedom of Information Act 2000, this letter acts as a Refusal Notice.

Section 16(1) – the duty to provide advice and assistance – of the Freedom of Information Act 2000, Greater Manchester Police will be unable able to provide advice for you to reduce the request in order for the force to keep question 4 within the fees limit.

Should you wish to refine and resubmit your request in line with the advice above please respond to freedomofinformation@gmp.police.uk.

Although excess costs remove GMP's obligations under the Freedom of Information Act 2000, as a gesture of goodwill I have supplied some information relative to your request that was retrieved before it was realised that the fees limit would be exceed (see below information). I hope that this is of use to you, but it does not affect our legal right to rely on the fee's regulations for the remainder of your request.

Question 1

Student Officer recruitment since June 2021 (first PEQF recruitment month)

Route of entry	June 21 – March 22	April 22 – March 23	April 23 – March 24	April 24 – March 25	April 25 – March 26	April 26 to June 26	Total
IPLDP or IPLDP Detective	163	288	357	2			810
DHEP or DC DHEP	266	357					623
PCEP or DCEP				282	513	38	833
Police Now	51	58	11	8			128
Student PCDA	161	301	214	155	119		950
Student PPDH			36				36
Grand Total	641	1004	618	447	632	38	3380

Question 2

We record officers as no longer a student officer if they have served in GMP long enough to pass their standard probation period (3 years for PCDA, 2 years for other routes) plus any recorded probation extension under regulation 12 or regulation 13.

Closest response to question 2 – 1,523 students are no longer in their normal or extended probation period (including 78 officers that left GMP after their probation period).

Latest Status as of 06/07/26	Route of Entry	Total
Left after Probation (normal or extended)	IPLDP or IPLDP Detective	22
	DHEP or DC DHEP	35
	Police Now	11
	Student PCDA	9
	Student PPDH	1
	Total	78
Still in force, no longer in probation period (extended or normal)	IPLDP or IPLDP Detective	528
	DHEP or DC DHEP	444
	PCEP or DCEP	20
	Police Now	80
	Student PCDA	348
	Student PPDH	25
	Total	1,445

Question 3

Officers who left prior to completing probation or extended probation. Numbers and reason for leaving.

Route of Entry	Leaver Reason	Total
IPLDP	Alternative to Dismissal	2
	Died in Service	2
	Dismissed – Discipline	2
	Dismissed – Failed Probation	2
	Dismissed – Performance	1
	Resignation – Personal	171

	Resigned prior to Disciplinary Hearing	5
	Transferred to Other Force	1
	Total	186
DHEP or DC DHEP	Alternative to Dismissal	1
	Dismissed – Discipline	1
	Dismissed – Failed Probation	1
	Resignation – Personal	129
	Total	132
PCEP or DCEP	Alternative to Dismissal	1
	Dismissed – Failed Probation	1
	Resignation – Personal	60
	Total	62
Police Now	Resignation – Personal	26
	Transferred to Other Force	2
	Total	28
Student PCDA	Alternative to Dismissal	1
	Dismissed – Discipline	4
	Join Police Staff	1
	Resignation – Personal	155
	Resigned prior to Disciplinary Hearing	3
	Total	164
Student PPDH	Dismissed – Discipline	1
	Resignation – Personal	4
	Total	5