

Date: 24th June 2026
Our ref: FOI/26/017082/N

FREEDOM OF INFORMATION REQUEST REFERENCE NO: FOI/26/017082/N

I write in connection with your request for information dated 17/06/2026, received by Greater Manchester Police (GMP) for the following information:

I hope this finds you well.

Please provide the following police officer recruitment data, broken down by age, gender, and ethnicity.

1. Pre-PEQF recruitment

For each of the five calendar years immediately preceding the implementation of the Police Education Qualifications Framework (PEQF) within your force, please provide:

- *The total number of police officer recruits.*
- *A breakdown of recruits by age at recruitment.*
- *A breakdown of recruits by gender.*
- *A breakdown of recruits by ethnicity.*

2. Post-PEQF recruitment

For each calendar year following the implementation of the PEQF, please provide the number of police officer recruits, broken down by age, gender, and ethnicity, for each of the following entry routes:

- *Police Constable Degree Apprenticeship (PCDA).*
- *Degree Holder Entry Programme (DHEP).*
- *Detective Degree Holder Entry Programme (D-DHEP), or any equivalent direct-entry detective programme.*
- *Any non-PEQF police officer entry routes operating during the same period.*

Where possible, please provide the data in a spreadsheet format (e.g. Excel or CSV). If age or ethnicity categories have changed during the period requested, please provide the data using the categories recorded at the time of recruitment and include a description of the categories used.

Result of Searches

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

We have assumed 'PEQF' to mean Police Education Qualifications Framework. We have identified that GMP recruited into these categories from 28th June 2021 (Source: Student and Transfers records at 22nd June 2026).

For the terms of reference for this request we have determined PEQF to mean the following 4 recruitment categories:

1. DCDHEP – Detective Constable Degree Holder Entry Programme
2. SCEP – Detective Constable Entry Programme
3. DHEP(s) – Degree Holder Entry Programme(s)
4. PCDA – Police Constable Degree Apprenticeship Programme

Note: we do not hold data by calendar year where the breakdown information requested is also available, therefore we have provided the data by financial year where the breakdown categories of information are available.

Question 1 – Pre-PEQF Recruitment

Total headcount of Police Officers recruits – (excluding transferee's and rejoiners)

Year	Total
01/04/21 – 27/06/21	120
2020/21	544
2019/20	781
2018/19	403
2017/18	552
2016/17	404

Age	01/04/2021 - 27/06/2021	2020/21	2019/20	2018/19	2017/18	2016/17
18	2	4	9	0	1	3
19	5	21	27	12	11	1
20	4	19	35	15	17	14
21	4	36	55	27	33	16
22	10	70	76	34	40	25
23	12	51	73	35	42	39
24	12	43	66	30	42	38
25	7	54	60	49	46	33
26	9	35	69	25	46	37
27	6	33	54	29	29	29
28	5	28	35	27	32	26
29	7	22	40	20	31	21
30	3	20	23	21	20	15
31	7	18	35	12	25	18

32	5	11	24	10	19	13
33	5	10	20	5	19	9
34	3	12	12	7	16	9
35	4	7	10	5	11	13
36	2	8	16	10	9	4
37	2	10	5	7	10	9
38	3	1	6	7	7	5
39	0	6	7	6	6	5
40	0	2	4	1	5	4
41	2	3	4	0	5	3
42	0	4	3	3	8	3
43	0	4	4	1	2	2
44	0	3	1	0	0	3
45	0	3	3	1	4	1
46	0	1	1	1	7	1
47	0	0	2	1	3	3
48	0	0	1	0	2	0
49	1	1	0	1	2	0
50	0	1	0	0	2	1
51	0	2	1	0	0	1
54	0	1	0	1	0	0

Gender	Female	Male
01/04/2021 - 27/06/2021	52	68
2020/21	271	273
2019/20	290	491
2018/19	134	269
2017/18	181	371
2016/17	148	256

Ethnicity	01/04/2021 - 27/06/2021	2020/21	2019/20	2018/19	2017/18	2016/17
African	2	1	6	2	3	1
Any other Asian background	1	5	9	2	1	6
Any other ethnic group	1	1	4	0	0	3
Any other White background	3	64	18	4	11	14
Arab	0	0	1	0	0	0
Bangladeshi	2	9	3	0	6	4
British	89	384	607	324	449	303
Caribbean	1	0	12	3	0	1
Chinese	1	1	2	2	1	2
Indian	2	9	11	3	4	8

Pakistani	13	42	63	24	45	41
Irish	0	1	2	2	2	2
White and Asian	4	2	10	3	4	6
White and Black Caribbean	1	4	9	2	8	6
White and Black African	0	1	7	1	4	4
Any Other Black/African/Caribbean Background	0	10	0	0	0	0
Any other Mixed background	0	8	4	1	1	1
Any other background	0	0	2	0	7	0
Gypsy or Irish Traveller	0	0	1	0	0	0
Sikh	0	0	0	0	0	1
Eastern European	0	0	0	0	0	1
Not Stated	0	2	10	30	6	0
Total	120	544	781	403	552	404

Question 2 – On implementation of PEQF recruitment categories

Total headcount of Police Officers recruits – (excluding transferee's and rejoiners)

Year	Total
28/06/21 – 31/03/22	641
2022/23	1004
2023/24	618
2024/25	447
2025/26	632
01/04/26 – 31/05/26	0

Age	28/06/21 – 31/03/22	2022/23	2023/24	2024/25	2025/26
17	1	0	0	0	0
18	14	44	42	43	38
19	19	59	69	65	68
20	32	53	36	44	52
21	52	71	79	40	59
22	53	137	69	40	75
23	80	114	52	53	62
24	68	89	45	32	48
25	52	72	35	22	42
26	41	59	34	21	29
27	31	48	28	18	19
28	32	30	20	10	26
29	27	31	17	14	16
30	17	34	9	3	12
31	13	22	17	4	12
32	14	23	11	5	8
33	15	16	5	6	11

34	11	16	5	6	8
35	7	15	4	2	6
36	7	12	6	4	10
37	4	6	8	3	2
38	10	15	5	0	6
39	4	8	4	3	3
40	7	1	3	2	2
41	6	2	4	3	1
42	6	4	1	0	4
43	5	4	3	3	3
44	1	3	0	1	1
45	2	4	1	0	2
46	2	1	1	0	0
47	1	2	1	0	0
48	3	2	1	0	2
49	0	2	0	0	1
50	1	1	1	0	2
51	1	1	0	0	1
52	0	3	1	0	0
53	1	0	0	0	0
54	0	0	1	0	0
56	1	0	0	0	0
57	0	0	0	0	1
Total	641	1004	618	447	631

Gender	Female	Male
28/06/21 – 31/03/22	330	311
2022/23	434	570
2023/24	262	356
2024/25	178	269
2025/26	252	380

Ethnicity	28/06/21 - 31/03/22	2022/23	2023/24	2024/25	2025/26
African	4	4	1	1	4
Any other Asian Background	1	5	2	2	3
Any Other Black/African/Caribbean Background	2	0	0	0	0
Any other ethnic Group	1	4	2	0	1
Any other Mixed background	5	2	2	0	1
Any other White background	48	55	24	20	24
Asian/Asian British - English/Welsh/Scottish/Northern Irish/British	0	0	5	12	16
Arab	3	1	0	0	2

Bangladeshi	4	9	5	3	8
Black/African/Caribbean/Black British - English/Welsh/Scottish/Northern Irish/Br	0	0	4	3	5
British	492	839	538	379	511
Caribbean	1	5	0	0	0
Chinese	1	4	2	1	2
Gypsy or Irish Traveller	0	0	0	1	0
Indian	9	8	4	1	3
Irish	4	2	0	1	3
Not Stated	2	6	2	2	4
Pakistani	43	32	17	15	29
White Asian	14	14	7	3	6
White and Black African	2	5	1	0	5
White and Black Caribbean	5	9	2	3	5