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PCDA and DHEP Attraction, Appointment, and Retention figures.

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What are the Policing Principles?

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| Accountability <input checked="" type="checkbox"/> | Fairness <input checked="" type="checkbox"/> | Honesty <input checked="" type="checkbox"/> |
| Integrity <input checked="" type="checkbox"/> | Leadership <input checked="" type="checkbox"/> | Objectivity <input checked="" type="checkbox"/> |
| Openness <input checked="" type="checkbox"/> | Respect <input checked="" type="checkbox"/> | Selflessness <input checked="" type="checkbox"/> |

1. Background

- 1.1. The Police and Crime Panel have requested a report providing historical information regarding the Police Constable Apprenticeship (PCDA) and Degree Holder Entry Programme (DHEP). Information requested is to cover application rates, appointment and retention figures and the demographics of applicants.
- 1.2. The first new entry route to launch in Surrey was the PCDA in January 2020. Some of the first intakes of probationers on both the PCDA and DHEP we mainly filled with applicants held in a pool from the old entry route. Attraction figures in this report will only cover recruitment campaigns specifically for the new entry routes which commenced in October 2019

2. PCDA Attraction

- 2.1. Since our first PCDA specific campaign in October 2019 we have received 2529 applications for this entry route. In total 151 (6%) of these applicants have been hired and commenced employment with us whilst 204 (8%) are still completing stages of the recruitment process.
- 2.2. Due to the nature of testing and number of steps in the Police Officer recruitment process to ensure we get the best candidates to be Police Officers, the success rate is quite low which it is why high levels of attraction are critical to us building a sufficient pipeline of candidates to meet establishment.
- 2.3. From the 2529 applications received 261 (10%) of these are from people who have identified themselves as being from Black, Asian & Minority Ethnic cultures.
- 2.4. 42% of applicants identify as Female (a total of 1050 applications), 58 (6%) of which have been hired and commenced employment.
- 2.5. Full summary table below

PCDA	Total Applications			BAME			FEMALE		
	Applications	Hired	In process	Applications	Hired	In process	Applications	Hired	In process
Oct-19	493	43	0	44	2	0	195	19	0
Feb-20	198	11	0	20	0	0	89	3	0
Mar-20	156	13	1	21	1	0	53	3	0
Apr-20	258	21	1	30	2	0	116	7	1
May-20	351	18	7	31	2	3	155	10	3
Jul-20	265	27	6	31	2	0	103	12	2
Aug-20	402	16	61	54	0	1	173	4	34
Nov-20	184	2	26	8	0	3	75	0	7
Jul-21	222	0	102	22	0	2	91	0	44
	2529	151	204	261	9	10	1050	58	91

3. DHEP Attraction

- 3.1. Since our first DHEP campaign in January 2020 we have receive a total of 1580 applications. This is inclusive of our Detective DHEP entry route. A total of 103 (7%) of applicants have been hired and commenced service with us, and a total of 173 (11%) remain in process.
- 3.2. From the 1580 applications received 222 (14%) of these are from people who have identified themselves as being from Black, Asian & Minority Ethnic cultures.
- 3.3. 51% of applicants identify as Female (a total of 798 applications), 54 (7%) of which have been hired and commenced employment
- 3.4. Full summary table below

DHEP	Total Applications			BAME			FEMALE		
	Applications	Hired	In process	Applications	Hired	In process	Applications	Hired	In process
Feb-20	176	16	0	42	4	0	72	4	0
May-20	325	40	11	17	2	0	145	21	5
Nov-20	259	7	42	37	0	8	106	2	17
Jul-21	202	0	97	41	0	19	95	0	44
	962	63	150	137	6	10	418	27	66

DC DHEP	Total Applications			BAME			FEMALE			15
	Applications	Hired	In process	Applications	Hired	In process	Applications	Hired	In process	
Jan-20	239	35	2	34	4	0	159	24	2	
Sep-20	379	5	21	51	1	1	221	3	17	
	618	40	23	85	5	10	380	27	19	

4. Retention

- 4.1. Retention rates are regularly monitored and reported through our Capacity and Capability Board, and Force Organisation Board.
- 4.2. Overall, we have a total attrition rate for probationers under 2 years' service of 13.5%. The entry route with the highest attrition is the PCDA (16.3%) and the lowest is the Detective DHEP (3.6%).
- 4.3. It is notable that early cohorts for the new entry routes were made up of students who had applied under the IPLDP and were not originally applying to undertake the levels of study required for the new entry routes.
- 4.4. For comparison, Surrey attrition under IPLDP (from 2014) prior to the change in entry routes averaged 17.9% during probation period, the new entry routes have a lower attrition rate than IPLDP.
- 4.5. As these are new entry routes to policing there is constant review to ensure the programmes are delivered in the most effective and efficient way and that we are recruiting officers with the capability to complete the course.
- 4.6. In the last 3 months the exit survey for the student police officers has been adjusted and specific information is passed back to the student programme leaders for central collation to further identify issues and inform improvements.
- 4.7. Information gathered to date shows a variety of reasons for leaving but no significant trends.
- 4.8. Actions have been taken with L&PD along with the HEIs in response to some feedback gathered including:
 - HEIs have improved the study guidance delivered in Year 1
 - Timing of knowledge assessments has changed, and volume reduced (Y1)
 - Redesign of the programme structure in Year 2 so modules are delivered consecutively rather than concurrently
 - Changed the implementation of Protected Learning Days (PLDs) - the first cohorts were not assigned the correct amount of PLDs
 - Updated the force guidance on Protected Learning Time (PLT), so it is clear to supervisors and student officers how they can best use this time
 - Information sessions given to Sgts on divisions to better understand the new entry routes and how they can support their staff
- 4.9. Summary of leavers data below

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		Total Intake	Still Employed	Left with Under 6 Months Service	Left with Under 1 years Service	Left with Under 1.5 Years Service	Left with Under 2 Years Service	Total Left with Under 2 Years Service	Proportion Left with Under 2 Years Service
2021/22	PCDA	24	24	0	0	0	0	0	0.0%
2021/22	Det DHEP	0	0	0	0	0	0	0	0.0%
2021/22	DHEP	12	12	0	0	0	0	0	0.0%
2020/21	PCDA	119	99	10	8	2	0	20	16.8%
2020/21	Det DHEP	28	27	0	1	0	0	1	3.6%
2020/21	DHEP	63	56	3	3	1	0	7	11.1%
2019/20	PCDA	72	57	0	10	3	2	15	20.8%
2019/20	Det DHEP	0	0	0	0	0	0	0	0.0%
2019/20	DHEP	0	0	0	0	0	0	0	0.0%
Total	Total	318	275	13	22	6	2	43	13.5%
	PCDA	215	180	10	18	5	2	35	16.3%
	Det DHEP	28	27	0	1	0	0	1	3.6%
	DHEP	75	68	3	3	1	0	7	9.3%

5. Decision[s] Required

5.1. No decisions required. This paper is for information only.