



15th October 2025

Request to Northamptonshire Police

Please provide the following information for each calendar year:

2025 year-to-date (from 1 January 2025 to the date of this request)

- 2024, 2023, 2022, 2021, 2020, 2019

For each year listed, and for each of the following role types:

- *Police officer roles – ideally split into:*
 - a) Initial entry recruits (new probationary/trainee constables, including PCDA, DHEP, and similar entry schemes)*
 - b) Other officer recruitment (including transfers from other forces and internal promotions to higher ranks)**If this split is not readily available, please provide the combined total for all police officer recruitment.*
- *Police staff roles (all other roles, including PCSOs, call handlers, administrative staff, analysts, etc.)*

For each role type (and sub-type if available), please tell me:

- 1. The number of applicants by self-declared religion category (as collected in your equality and diversity monitoring process).*
- 2. The number of applicants in each religion category who were offered a position and accepted (i.e., became employees).*
- 3. The number of applicants by self-declared ethnicity category (as collected in your equality and diversity monitoring process).*
- 4. The number of applicants in each ethnic category who were offered a position and accepted.*



Response

Please be advised that due to a change in Northamptonshire Police's recruitment recording systems, we are only able to give the information requested for 2023 to 31st July 2025.

	2023		2024		2025	
White - English / Welsh / Scottish / Northern Irish / British	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	1616	194	1566	164	1252	58
Police Officer (DHEP)	152	31	84	6	0	0
Special Constable	87	6	73	0	47	0
Police Officer (PCDA)	53	9	132	19	26	0
PCSO	32	6	61	8	31	0
Police Officer (Transferee)	27	9	34	13	16	0
Police Officer (Rejoiner)	11	<5	6	<5	<5	0

	2023		2024		2025	
White - Any other White background	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	155	7	143	8	130	<5
Police Officer (DHEP)	22	<5	13	<5	0	0
Special Constable	24	<5	19	0	5	0
Police Officer (PCDA)	12	<5	16	<5	5	0
PCSO	<5	0	7	0	5	0
Police Officer (Transferee)	<5	<5	<5	<5	<5	0
Police Officer (Rejoiner)	0	0	0	0	0	0

	2023		2024		2025	
Asian/ Asian British - Indian	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	62	<5	72	<5	42	<5
Police Officer (DHEP)	6	<5	<5	0	0	0
Special Constable	7	0	<5	0	<5	0
Police Officer (PCDA)	<5	0	<5	0	0	0
PCSO	<5	0	<5	0	0	0
Police Officer (Transferee)	0	0	<5	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0



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	2023			2024			2025		
Black/ African/ Caribbean/ Black British - African	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	62		<5	72		<5	42		<5
Police Officer (DHEP)	6		<5	<5		0	0		0
Special Constable	7		0	<5		0	<5		0
Police Officer (PCDA)	<5		0	<5		0	0		0
PCSO	<5		0	<5		0	0		0
Police Officer (Transferee)	0		0	<5		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Prefer not to say	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	27		0	26		<5	12		<5
Police Officer (DHEP)	<5		0	<5		0	0		0
Special Constable	0		0	<5		0	<5		0
Police Officer (PCDA)	0		0	<5		0	<5		0
PCSO	<5		0	<5		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Mixed/ Multiple ethnic groups - White and Black Caribbean	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	17		<5	23		<5	6		0
Police Officer (DHEP)	<5		0	0		0	0		0
Special Constable	<5		0	<5		0	<5		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	<5		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Asian/ Asian British - Pakistani	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	11		0	17		<5	19		<5
Police Officer (DHEP)	<5		0	5		0	0		0
Special Constable	<5		0	<5		0	<5		0
Police Officer (PCDA)	<5		<5	<5		0	0		0
PCSO	0		0	<5		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	<5		0	0		0	0		0



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	2023			2024			2025		
Asian/Asian British - Bangladeshi	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	17		<5	23		<5	16		0
Police Officer (DHEP)	0		0	<5		0	0		0
Special Constable	<5		0	<5		0	0		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	<5		0	<5		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Any other Mixed / multiple ethnic background	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	15		<5	12		0	16		<5
Police Officer (DHEP)	<5		0	0		0	0		0
Special Constable	0		0	0		0	0		0
Police Officer (PCDA)	<5		0	<5		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Asian/Asian British - Any other Asian background	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	13		0	10		0	<5		0
Police Officer (DHEP)	<5		0	<5		0	0		0
Special Constable	<5		0	0		0	0		0
Police Officer (PCDA)	0		0	<5		0	<5		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Black/ African/Caribbean/Black British - Caribbean	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	12		0	20		0	13		0
Police Officer (DHEP)	0		0	0		0	0		0
Special Constable	0		0	0		0	0		0
Police Officer (PCDA)	0		0	0		0	0		0
PCSO	<5		0	0		0	0		0
Police Officer (Transferee)	0		0	<5		<5	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0



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	2023		2024		2025	
Black/African/Caribbean/Black British	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	11		0	11	<5	13
Police Officer (DHEP)	<5		0	1	0	0
Special Constable	0		0	0	0	0
Police Officer (PCDA)	0		0	<5	0	0
PCSO	0		0	<5	0	<5
Police Officer (Transferee)	0		0	0	0	0
Police Officer (Rejoiner)	0		0	0	0	0

	2023		2024		2025	
Mixed/Multiple ethnic groups - White and Asian	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	11		<5	15	<5	18
Police Officer (DHEP)	0		0	<5	<5	0
Special Constable	0		0	0	0	0
Police Officer (PCDA)	0		0	<5	<5	<5
PCSO	0		0	0	0	0
Police Officer (Transferee)	0		0	<5	<5	0
Police Officer (Rejoiner)	0		0	0	0	0

	2023		2024		2025	
Mixed/Multiple ethnic groups - White and Black African	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	5		0	7	0	7
Police Officer (DHEP)	<5		0	<5	0	0
Special Constable	<5		0	0	0	<5
Police Officer (PCDA)	0		0	<5	0	<5
PCSO	0		0	0	0	0
Police Officer (Transferee)	0		0	0	0	0
Police Officer (Rejoiner)	0		0	0	0	0

	2023		2024		2025	
White - Irish	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	7		<5	7	0	<5
Police Officer (DHEP)	0		0	<5	0	0
Special Constable	0		0	<5	0	0
Police Officer (PCDA)	0		0	0	0	0
PCSO	0		0	0	0	0
Police Officer (Transferee)	0		0	<5	<5	0
Police Officer (Rejoiner)	0		0	0	0	0





	2023			2024			2025		
Asian/ Asian British - Chinese	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	6		0	<5		0	10		0
Police Officer (DHEP)	<5		<5	0		0	0		0
Special Constable	0		0	0		0	0		0
Police Officer (PCDA)	0		0	0		0	0		0
PCSO	0		0	0		0	<5		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Black/ African/ Caribbean/ Black British - Any other	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	<5		0	<5		0	<5		0
Police Officer (DHEP)	<5		0	0		0	0		0
Special Constable	0		0	0		0	0		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Any other ethnic group	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	<5		0	<5		0	<5		0
Police Officer (DHEP)	0		0	<5		0	0		0
Special Constable	0		0	<5		0	0		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
White - Roma	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	<5		0	<5		0	<5		0
Police Officer (DHEP)	0		0	0		0	0		0
Special Constable	0		0	<5		0	0		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	0		0	<5		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0



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	2023			2024			2025		
Other ethnic group - Arab	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	<5		0	<5		0	<5		0
Police Officer (DHEP)	<5		0	0		0	0		0
Special Constable	0		0	0		0	<5		0
Police Officer (PCDA)	0		0	0		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
Asian/Asian British	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	<5		0	<5		0	<5		0
Police Officer (DHEP)	0		0	0		0	0		0
Special Constable	0		0	<5		0	0		0
Police Officer (PCDA)	0		0	<5		0	0		0
PCSO	0		0	0		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023			2024			2025		
White - Gypsy or Irish Traveller	Apps	Rec'd	Hired	Apps	Rec'd	Hired	Apps	Rec'd	Hired
Police Staff	0		0	<5		0	0		0
Police Officer (DHEP)	0		0	0		0	0		0
Special Constable	0		0	0		0	0		0
Police Officer (PCDA)	0		0	0		0	0		0
PCSO	0		0	<5		0	0		0
Police Officer (Transferee)	0		0	0		0	0		0
Police Officer (Rejoiner)	0		0	0		0	0		0

	2023		2024		2025	
No Religion	Apps	Rec'd	Apps	Rec'd	Apps	Rec'd
Police Staff	1201	126	1122	98	1004	42
Police Officer (DHEP)	122	24	67	<5	0	0
Special Constable	65	<5	56	0	33	0
Police Officer (PCDA)	47	9	111	15	40	0
PCSO	23	<5	46	7	25	0
Police Officer (Transferee)	21	7	28	13	10	0
Police Officer (Rejoiner)	6	<5	5	<5	<5	0



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	2023		2024		2025	
Christian denominations	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	646	71	657	68	547	16
Police Officer (DHEP)	60	8	34	<5	0	0
Special Constable	51	<5	37	0	23	0
Police Officer (PCDA)	17	<5	47	7	18	0
PCSO	11	0	24	<5	15	0
Police Officer (Transferee)	9	<5	12	5	9	0
Police Officer (Rejoiner)	4	<5	<5	0	0	0

	2023		2024		2025	
Prefer not to say	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	57	10	84	10	59	2
Police Officer (DHEP)	5	<5	<5	<5	0	0
Special Constable	<5	0	<5	0	5	0
Police Officer (PCDA)	<5	<5	5	0	<5	0
PCSO	<5	<5	<5	0	0	0
Police Officer (Transferee)	0	0	<5	0	<5	0
Police Officer (Rejoiner)	0	0	0	0	0	0

	2023		2024		2025	
Muslim	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	42	0	53	<5	53	<5
Police Officer (DHEP)	8	0	7	0	0	0
Special Constable	<5	0	9	0	5	0
Police Officer (PCDA)	<5	<5	6	0	<5	0
PCSO	<5	0	<5	0	0	0
Police Officer (Transferee)	0	0	0	0	0	0
Police Officer (Rejoiner)	<5	0	0	0	0	0

	2023		2024		2025	
Hindu	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	25	<5	38	<5	18	<5
Police Officer (DHEP)	<5	<5	<5	0	0	0
Special Constable	<5	0	<5	0	0	0
Police Officer (PCDA)	0	0	<5	0	<5	0
PCSO	0	0	<5	0	0	0
Police Officer (Transferee)	0	0	0	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0





	2023		2024		2025	
Any other religion	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	15	<5	12	0	11	0
Police Officer (DHEP)	<5	<5	0	0	0	0
Special Constable	<5	0	<5	0	0	0
Police Officer (PCDA)	<5	<5	<5	0	0	0
PCSO	0	0	<5	0	0	0
Police Officer (Transferee)	0	0	0	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0

	2023		2024		2025	
Sikh	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	15	<5	25	<5	17	<5
Police Officer (DHEP)	<5	0	<5	0	0	0
Special Constable	<5	0	<5	0	0	0
Police Officer (PCDA)	<5	0	<5	0	0	0
PCSO	0	0	<5	0	0	0
Police Officer (Transferee)	0	0	<5	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0

	2023		2024		2025	
Buddhist	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	12	<5	6	<5	5	0
Police Officer (DHEP)	0	0	0	0	0	0
Special Constable	0	0	0	0	0	0
Police Officer (PCDA)	0	0	<5	0	0	0
PCSO	0	0	0	0	0	0
Police Officer (Transferee)	0	0	0	0	0	0
Police Officer (Rejoiner)	<5	0	0	0	0	0

	2023		2024		2025	
Pagan	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	6	0	6	<5	8	0
Police Officer (DHEP)	<5	0	<5	0	0	0
Special Constable	0	0	0	0	0	0
Police Officer (PCDA)	0	0	0	0	0	0
PCSO	<5	<5	<5	0	<5	0
Police Officer (Transferee)	0	0	<5	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0





	2023		2024		2025	
Jewish	Apps Rec'd	Hired	Apps Rec'd	Hired	Apps Rec'd	Hired
Police Staff	<5	0	6	<5	0	0
Police Officer (DHEP)	0	0	0	0	0	0
Special Constable	0	0	0	0	0	0
Police Officer (PCDA)	0	0	0	0	0	0
PCSO	0	0	0	0	0	0
Police Officer (Transferee)	0	0	<5	0	0	0
Police Officer (Rejoiner)	0	0	0	0	0	0

Please also be advised that some of the information has been withheld under s40(2) of the Freedom of Information Act 2000. This is because religious beliefs and ethnicity information constitutes the data of these parties, and exceptionally low numbers could result in these individuals' identities being revealed. To release this information to the world at large would breach the first principle of the Data Protection Act 2018 and the UK GDPR.

If you decide to write an article or use the enclosed data, we would ask you to take into consideration the factors highlighted in this document so as to not mislead members of the public or official bodies or misrepresent the relevance of the whole or any part of this disclosed material.

Appeal

If you are dissatisfied with the handling procedures or the decision that Northamptonshire Police have made under the Freedom of Information Act 2000 (the Act) regarding access to information, you can lodge an appeal with the Northamptonshire Police to have the decision reviewed. Appeals should be made in writing within 20 days of receipt of your reply and emailed to freedomofinformation@northants.police.uk or addressed to:

Freedom of Information Manager

Information Unit

Darby House

Darby Close

Wellingborough

NN8 6GS



Where possible the Northamptonshire Police will aim to respond to your appeal within 20 working days. However, meeting this time scale will depend upon the circumstances and complexity of the issue.

The Information Commissioner

After lodging an appeal with the Northamptonshire Police, if you are still dissatisfied with the decision, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner please visit their website at www.ico.org.uk Alternatively, telephone or write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF

Phone: 0303 123 1113