



# WILTSHIRE POLICE

XXX – Via email



## Police Headquarters

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Wiltshire  
SN10 2DN

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Date: 28<sup>th</sup> January 2026

Our ref: FOI 2026-018

Dear XXX,

I write in connection with your request for information dated 6<sup>th</sup> January regarding police leaver rates.

I am required by the Freedom of Information Act 2000 to handle all requests in a manner that is blind as to the identity and motives of the requestor. Any information released as a response to a request is regarded as being published and therefore in the public domain without caveat.

Your request for information has now been considered, and I am able to respond as follows.

### You wrote (and our response):

I would like to know about police leaver rates during the years 2020 - 2025 (1st Jan to 31st Dec).

1. In the years 2020, 2021, 2022, 2023, 2024 and 2025 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?

|      | PCDA | DHEP | IPLDP |
|------|------|------|-------|
| 2021 | 26   | 15   |       |
| 2022 | 50   | 22   |       |
| 2023 | 84   | 25   | 3     |
| 2024 | 110  | 35   | 25    |
| 2025 | 46   | 21   | 3     |

Please note, there is no data held for 2020.

Keeping Wiltshire Safe

2. In the years 2020, 2021, 2022, 2023, 2024 and 2025 how many constables voluntarily resigned whilst on:

- the Degree Holder Entry Programme
- the Police Constable Degree Apprenticeship
- the Initial Police Learning and Development Programme

|           | Leaving Year |      |      |      |      |      |
|-----------|--------------|------|------|------|------|------|
| Programme | 2020         | 2021 | 2022 | 2023 | 2024 | 2025 |
| DHEP      | 0            | 1    | 8    | 6    | 5    | 2    |
| PCDA      | 0            | 4    | 24   | 16   | 18   | 9    |
| IPLDP     | 0            | 0    | 0    | 0    | 4    | 0    |

Please note, these numbers include officers that were currently in their probation and in programme who left the organisation in those years with an exit reason of 'resigned'. This data however only includes officers from the June 2020 intake onwards and therefore any officer who joined prior to this date and subsequently resigned while still in probation is not included.

3. For the years 2020, 2021, 2022, 2023, 2024 and 2025 please break down the number of voluntary resignations by length of service:

- Less than 1 year
- 1 - 3 years
- 3 - 5 years
- 5 - 10 years
- 10 - 15 years
- 15 - 20 years
- 20 - 25 years
- 25 - 30 years

|                   | Leaving Year |      |      |      |      |      |
|-------------------|--------------|------|------|------|------|------|
| Length of Service | 2020         | 2021 | 2022 | 2023 | 2024 | 2025 |
| Less than 1 year  | 5            | 6    | 21   | 10   | 17   | 6    |
| 1 - 3 years       | 15           | 9    | 17   | 14   | 12   | 15   |
| 3 - 5 years       | 8            | 4    | 10   | 5    | 6    | 11   |
| 5 - 10 years      | 2            | 4    | 2    | 2    | 6    | 11   |
| 10 - 15 years     | 2            | 1    | 2    | 2    | 2    | 2    |
| 15 - 20 years     | 7            | 5    | 5    | 4    | 5    | 1    |
| 20 - 25 years     | 1            | 0    | 2    | 1    | 4    | 2    |
| 25 - 30 years     | 0            | 0    | 0    | 0    | 0    | 0    |

Please note, this data includes all officers that resigned (including transferred out) in the given years and their length of service with Wiltshire Police. Any service accrued prior to them joining Wiltshire Police is not included e.g. if they transferred from another force.

4. Provide a short analysis explaining the key reasons for voluntary resignations derived from exit interviews or surveys.

|      | Morale,<br>engagement<br>&<br>Satisfaction | Personal<br>Circumstances | Professional<br>Development | Work<br>Life<br>Balance |
|------|--------------------------------------------|---------------------------|-----------------------------|-------------------------|
| 2023 | 4                                          | 4                         | 0                           | 2                       |
| 2024 | 3                                          | 8                         | 2                           | 9                       |
| 2025 | 6                                          | 14                        | 4                           | 8                       |

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

This is an ongoing project – Looking at a more structured onboarding process, clear progression pathways, addressing workload and wellbeing, supervisor training to spot stress, Monthly wellbeing meetings etc.

I am satisfied that all the relevant information has been passed to me and considered in the light of your request within the time constraints applicable under the legislation.

Wiltshire Police would like to thank you for the interest that you have shown in the Force.

Yours sincerely,

**Force Disclosure Decision Maker**