WILTSHIRE POLICE

XXXX – Via email

Police Headquarters
London Road
DEVIZES
Wiltshire
SN10 2DN
disclosure@wiltshire.police.uk

Date: 2nd November 2026 **Our ref:** FOI 2026-845

Dear XXXX,

I write in connection with your request for information dated 14th September regarding officer recruitment.

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):

1. Recruitment stages

   For each of 2023/24, 2024/25 and 2025/26, please provide the number of applicants recorded at each stage of your police officer recruitment process. For each stage, please include the numbers who passed, failed or withdrew, where these outcomes are recorded. Please use your own stage names.

2023-2024:

Recorded Stage	Sum of Count
Applicant Withdrawn	20
Application withdrawn - Application stage	4
Application withdrawn - Assessment stage	17
Eligibility Criteria Fail	4
Employee Started	25
Employment Date Confirmed	8
Force Withdrawal	26
Medical Test - Deferred (Deprecated)	1
National sift - No Show	34
National sift - rejected	34
Offer Deferred	7
Online Assessment Centre - No Show	18

Online Assessment Centre - Rejected	35
Pre-appointment checks - Rejected	8

2024-2025:

Row Labels	Sum of Count
Applicant Withdrawn	118
Application withdrawn - Application stage	1
Application withdrawn - Assessment stage	8
Behaviour Based Assessment - Incomplete	24
Behaviour Based Assessment - Unsuccessful	54
Eligibility Checks Complete - Failed	1
Eligibility Criteria Fail	12
Employee Started	78
Force Withdrawal	110
Interview - Rejected	50
National sift - No Show	3
National sift - rejected	57
Offer Deferred	147
Online Assessment Centre - No Show	28
Online Assessment Centre - Rejected	61
Pre-appointment checks - Rejected	1
Successful and Reserved	13
Vetting - Rejected	5
Withdrawn - Interview Stage	1
Withdrawn - Pre-appointment stage	1

2025-2026:

Row Labels	Sum of Count
Applicant Withdrawn	28
Behaviour Based Assessment - Incomplete	7
Behaviour Based Assessment - Unsuccessful	1
Candidate not suitable	2
Conditional Offer Made	3
Employee Started	51
Force Withdrawal	27
Interview - Rejected	14
National sift - No Show	9
National sift - rejected	16
Offer Deferred	43
Online Assessment Centre - No Show	20
Online Assessment Centre - Rejected	24
Police Officer Interview - Invited	3
Pre-appointment checks	25
Pre-appointment checks - On Hold	1
Pre-appointment checks - Rejected	2
Vetting - Rejected	4
Withdrawn - Interview Stage	7

Withdrawn - Pre-appointment stage	9

2. Demographic breakdowns

For the same three years, please provide the number at each recruitment stage, separately by:

- - ethnicity;
- - age group; and
- - sex.

Please use the categories already held by your force. I am not requesting combinations of characteristics or individual-level data.
Existing small-number suppression may be applied.

2023-2024:

Ethnicity:

	White	EMO	Prefer not to say
Applicant Withdrawn	18		
Application withdrawn - Application stage	2		
Application withdrawn - Assessment stage	16		1
Employee Started	21	1	
Employment Date Confirmed	1	1	
Force Withdrawal	22	2	1
Medical Test - Deferred (Deprecated)	1		
National sift - No Show	31	3	
National sift - rejected	29	5	
Offer Deferred	7		
Online Assessment Centre - No Show	18		
Online Assessment Centre - Rejected	32	3	
Pre-appointment checks - Rejected	6		
Eligibility Criteria Fail		4	

Age group:

	Under 26	26-40
Employee Started	16	8
Applicant Withdrawn	1	

Gender:

	Male	Female	Prefer not to say
Applicant Withdrawn	11	6	
Application withdrawn - Application stage	1	1	
Application withdrawn - Assessment stage	13	4	
Eligibility Criteria Fail	4		
Employee Started	16	8	
Force Withdrawal	18	6	1
Medical Test - Deferred (Deprecated)	1		
National sift - No Show	25	9	

National sift - rejected	22	11	1
Offer Deferred	2	5	
Online Assessment Centre - No Show	15	3	
Online Assessment Centre - Rejected	26	9	
Pre-appointment checks - Rejected	3	3	

2024-2025:

Ethnicity:

	White	EMO	Prefer not to say
Applicant Withdrawn	99	15	
Application withdrawn - Application stage	1		
Application withdrawn - Assessment stage	8		
Behaviour Based Assessment - Incomplete	22	2	
Behaviour Based Assessment - Unsuccessful	47	7	
Eligibility Checks Complete - Failed	1		
Eligibility Criteria Fail	6	6	
Employee Started	76	2	
Force Withdrawal	95	14	1
Interview - Rejected	43	6	1
National sift - No Show	3		
National sift - rejected	48	9	
Offer Deferred	130	16	
Online Assessment Centre - No Show	26	1	1
Online Assessment Centre - Rejected	49	12	
Successful and Reserved	13		
Vetting - Rejected	5		
Withdrawn - Interview Stage	1		
Pre-appointment checks - Rejected		1	
Withdrawn - Pre-appointment stage		1	

Age group:

	Under 26	26-40	41-55	Over 55
Applicant Withdrawn	39	33	8	2
Behaviour Based Assessment - Incomplete	11	8	5	
Behaviour Based Assessment - Unsuccessful	22	16	16	
Eligibility Criteria Fail	4	6		
Employee Started	46	19	13	
Force Withdrawal	42	43	3	
Interview - Rejected	29	11	5	
National sift - rejected	23	15	4	
Offer Deferred	48	42	6	1
Online Assessment Centre - No Show	6	11	1	
Online Assessment Centre - Rejected	19	14	5	
Pre-appointment checks - Rejected		1		
Successful and Reserved	4	7	2	

Withdrawn - Interview Stage		1		
Withdrawn - Pre-appointment stage		1		
Vetting - Rejected	2		1	

Gender:

	Male	Female	Prefer not to say
Applicant Withdrawn	14	18	
Application withdrawn - Application stage		1	
Application withdrawn - Assessment stage	6	2	
Eligibility Checks Complete - Failed	1		
Eligibility Criteria Fail	2		
Employee Started	17	13	
Force Withdrawal	11	11	
Interview - Rejected	4	1	
National sift - No Show	3		
National sift - rejected	11	4	
Offer Deferred	26	23	
Online Assessment Centre - No Show	4	5	1
Online Assessment Centre - Rejected	18	5	
Vetting - Rejected	2		

2025-2026:

Ethnicity:

	White	EMO	Prefer not to say
Applicant Withdrawn	25	2	1
Behaviour Based Assessment - Incomplete	7		
Behaviour Based Assessment - Unsuccessful	1		
Candidate not suitable	2		
Conditional Offer Made	3		
Employee Started	49	2	
Force Withdrawal	23	4	
Interview - Rejected	12	2	
National sift - No Show	7	2	
National sift - rejected	16		
Offer Deferred	39	4	
Online Assessment Centre - No Show	17	3	
Online Assessment Centre - Rejected	23	1	
Police Officer Interview - Invited	3		
Pre-appointment checks	24	1	
Pre-appointment checks - On Hold	1		
Pre-appointment checks - Rejected	2		
Vetting - Rejected	3	1	
Withdrawn - Interview Stage	6	1	
Withdrawn - Pre-appointment stage	9		

Age group:

	Under 26	26-40	41-55	Over 55
Applicant Withdrawn	11	14	2	
Behaviour Based Assessment - Incomplete	3	3		
Behaviour Based Assessment - Unsuccessful			1	
Candidate not suitable	1	1		
Conditional Offer Made	1	2		
Employee Started	31	15	4	1
Force Withdrawal	18	4	4	
Interview - Rejected	10	4		
National sift - No Show	4	2	3	
National sift - rejected	9	6	1	
Offer Deferred	15	22	6	
Online Assessment Centre - No Show	15	4	1	
Online Assessment Centre - Rejected	13	7	4	
Police Officer Interview - Invited		3		
Pre-appointment checks	11	9	5	
Pre-appointment checks - On Hold	1			
Pre-appointment checks - Rejected	1	1		
Vetting - Rejected	2	1		1
Withdrawn - Interview Stage	2	3	2	
Withdrawn - Pre-appointment stage	4	4	1	

Gender:

	Male	Female
Behaviour Based Assessment - Incomplete	1	
Applicant Withdrawn		1
Force Withdrawal		1

3. Early voluntary departure

   For officers who started employment in 2021/22, 2022/23 and 2023/24, please provide the number who voluntarily left within:

   - six months;
   - 12 months; and
   - 24 months.

Please state whether the figures are cumulative. If already recorded, please also provide the reason categories and the number in each category

2021 – 2022:

6 months	0
12 months	0
24 months	0

2022 – 2023:

6 months	3
12 months	2
24 months	6

2023 – 2024:

6 months	1
12 months	8
24 months	8

4. Existing materials

   Please provide copies or links to any realistic job-preview material or existing reports evaluating police officer recruitment, applicant withdrawal or early voluntary departure that are not already published on your website.

No information held. We do not have a blank report templates, we pull reports from the system and evaluate the numbers. We don't send job preview materials.

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

Wiltshire Police offers a re-examination of your case under its review procedure.

Force Disclosure Unit
Wiltshire Police HQ, London Road, Devizes, Wiltshire SN10 2DN
Telephone 101 ext 62005

Freedom of Information Request Appeals Procedure

1. Who Can Ask for a Review

Any person who has requested information from Wiltshire Police, which has been dealt with under the Freedom of Information Act, is entitled to complain and request an internal review, if they are dissatisfied with the response they received.

2. How to Request a Review

Requests for review of a Freedom of Information request must be made in writing to the:

Force Disclosure Unit
Wiltshire Police Headquarters,
London Road, Devizes,
Wiltshire,
SN10 2DN

Email at disclosure@wiltshire.police.uk.

The reference number, date of the request and details of why the review is being requested must be included. Requests for review should be brought to the attention of the Force Disclosure Unit within 20 working days of the Force's response to the original FoI request.

3. Review Procedure

Receipt of a request for review will be acknowledged in writing to include confirmation of the reasons for the review. The review will be conducted by another Decision Maker, who is independent from the original Decision Maker. The Force Disclosure Unit will set a target date for a response. The response will be made as soon as is practicable with the intention to complete the review within twenty working days. In more complex cases the review may take up to 40 working days.

The Independent Decision Maker will conduct a review of the handling of the request for information and of decisions taken, including decisions taken about where the public interest lies in respect of exempt information where applicable. The review enables a re-evaluation of the case, taking into account the matters raised by the complaint.

4. Conclusion of the Appeal

On completion of the review the Independent Decision Maker will reply to the complainant with the result of the review. If the complainant is still dissatisfied following the review they should contact the Information Commissioner to make an appeal. The Information Commissioner can be contacted via the following details:

Information Commissioner's Office

Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Tel: 01625 545 700
Fax: 01625 524 510
Email: mail@ico.gsi.gov.uk

Please note that the ICO's offices will be closed for the foreseeable future and are therefore unable to receive correspondence via post.

If you should wish you contact them, please visit https://ico.org.uk/global/contact-us/