

28 September 2021

Ref: IR-01-21-27209

Mitchell Cameron
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Dear Mitchell

Request for information

Thank you for your letter requesting information regarding Police recruitment. Your request has been considered in accordance with the Official Information Act 1982 (OIA) and I have answered each of your questions in turn.

Please provide me with a breakdown of applicants by age, gender, and ethnicity between 2015 and the most recent data available.

The demographics of applicants for Constabulary employment received between 1 January 2015 and 31 August 2021 are as follows:

| Year | Gender | Ethnicity | | | Age (at application) | | | | |
|---------------------|----------|-----------|---------|-------|----------------------|-------|-------|-------|-------------|
| | Female % | Maori | Pacific | Asian | Under 25 | 25-29 | 30-34 | 35-39 | 40 and over |
| 2015 | 35% | 16% | 12% | 15% | 51% | 24% | 13% | 6% | 5% |
| 2016 | 36% | 18% | 13% | 14% | 50% | 24% | 12% | 7% | 6% |
| 2017 | 37% | 19% | 12% | 16% | 43% | 26% | 15% | 8% | 8% |
| 2018 | 36% | 19% | 12% | 14% | 42% | 27% | 14% | 8% | 8% |
| 2019 | 38% | 19% | 12% | 14% | 41% | 27% | 14% | 9% | 9% |
| 2020 | 37% | 17% | 14% | 14% | 41% | 26% | 14% | 9% | 9% |
| 2021 (to 31 August) | 36% | 18% | 19% | 14% | 45% | 25% | 15% | 7% | 7% |
| Total | 37% | 18% | 13% | 14% | 44% | 26% | 14% | 8% | 8% |

Note: Ethnicity data is collected in accordance with Statistics New Zealand's guidance. Applicants have the ability to record more than one ethnic group, where they do so they are recorded in each group selected. Entering an ethnic group in voluntary where an applicant chooses not to provide an ethnic group they are not included in ethnic calculations.

Police National Headquarters

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Please provide me with a breakdown of graduates from RNZPC by age, gender, and ethnicity between the years of 2015 and the most recent data available.

The demographics of graduates from recruit training at the Royal New Zealand Police College (RNZPC) between 1 January 2015 and 31 August 2021 are as follows:

| Year | Gender | Ethnicity | | | Age (at graduation) | | | | |
|---------------------|----------|-----------|---------|-------|---------------------|-------|-------|-------|-------------|
| | Female % | Maori | Pacific | Asian | Under 25 | 25-29 | 30-34 | 35-39 | 40 and over |
| 2015 | 36% | 14% | 10% | 6% | 37% | 36% | 13% | 8% | 7% |
| 2016 | 30% | 17% | 6% | 10% | 31% | 39% | 16% | 6% | 8% |
| 2017 | 32% | 13% | 8% | 10% | 26% | 37% | 21% | 11% | 6% |
| 2018 | 35% | 13% | 9% | 11% | 31% | 36% | 16% | 9% | 8% |
| 2019 | 37% | 17% | 9% | 10% | 33% | 35% | 18% | 9% | 6% |
| 2020 | 40% | 17% | 10% | 11% | 30% | 36% | 17% | 9% | 8% |
| 2021 (to 31 August) | 41% | 24% | 12% | 11% | 22% | 37% | 25% | 9% | 7% |
| Total | 36% | 16% | 9% | 10% | 31% | 36% | 17% | 9% | 7% |

Please provide me with information about the start and end dates of wings planned in the future. In addition, please provide me with the number of recruits these wings will contain.

The planned recruitment wings due to graduate from RNZPC to June 2023 are as follows:

| Wing | Start | Graduate | Size |
|------|-----------|-----------|------|
| 346 | 14-Jun-21 | 30-Sep-21 | 40 |
| 347 | 12-Jul-21 | 28-Oct-21 | 40 |
| 348 | 9-Aug-21 | 25-Nov-21 | 60 |
| 349 | 6-Sep-21 | 23-Dec-21 | 80 |
| 350 | 4-Oct-21 | 10-Feb-22 | 80 |
| 351 | 1-Nov-21 | 10-Mar-22 | 80 |
| 352 | 29-Nov-21 | 7-Apr-22 | 80 |
| 353 | 17-Jan-22 | 5-May-22 | 80 |
| 354 | 14-Feb-22 | 2-Jun-22 | 80 |
| 355 | 14-Mar-22 | 30-Jun-22 | 80 |
| 356 | 11-Apr-22 | 28-Jul-22 | 40 |
| 357 | 9-May-22 | 25-Aug-22 | 60 |
| 358 | 6-Jun-22 | 22-Sep-22 | 40 |
| 359 | 4-Jul-22 | 20-Oct-22 | 40 |
| 360 | 1-Aug-22 | 17-Nov-22 | 40 |
| 361 | 29-Aug-22 | 15-Dec-22 | 40 |
| 362 | 26-Sep-22 | 26-Jan-23 | 40 |
| 363 | 24-Oct-22 | 9-Mar-23 | 60 |
| 364 | 21-Nov-22 | 20-Apr-23 | 40 |
| 365 | 16-Jan-23 | 4-May-23 | 40 |
| 366 | 13-Feb-23 | 1-Jun-23 | 60 |
| 367 | 13-Mar-23 | 29-Jun-23 | 40 |

These wings are designed to replace Constabulary attrition at 5 percent and achieve funded growth levels over this period. Police continually reviews actual staffing numbers against planned levels and adjusts wings accordingly. Please note that actual details of wings regularly change from those planned.

Please provide me with any policy or documentation that show efforts to increase the recruitment of Maori and Pasifika candidates.

The background to Police's efforts to increase recruitment from Maori and Pacifica communities is included within Police's wider strategies for delivering services in these communities. These include Te Huringa o Te Tai and O Le Taea Fou which are available at the following websites:

<https://www.police.govt.nz/about-us/te-iwi-m%C4%81ori-me-ng%C4%81-pirihimana/te-rautaki-kaupare-e-k%C4%ABa-nei-te-huringa-o-te-tai>

<https://www.police.govt.nz/about-us/publication/o-le-taea-fou-dawn-new-day>

Work to achieve greater diversity within the Police workforce is across a wide range of activities. Summary information is included within Police's Annual Report, which is available here:

<https://www.police.govt.nz/sites/default/files/publications/annual-report-2019-2020.pdf>

A specific example of work Police has done to reach a broader and more diverse group of potential recruits can be found here: :

<https://diversityworks.nz.org.nz/case-studies/2020-diversity-awards-nz/emerging-diversity-inclusion-new-zealand-police/>

I trust this provides you with the information you were seeking.

Yours sincerely



Cathryn Curran-Tietjens
Acting Executive Director: People Operations