

# Submitted details

Reporting period

1 April 2021 to 31 March 2022

---

## Organisation

Organisation Name

Independent Office for Police Conduct

---

## Number of employees who work in England

Number of employees who were working in England on  
31 March 2021

**895**

---

Number of employees who were working in England on  
31 March 2022

**899**

---

Number of new employees who started working for you  
in England between 1 April 2021 to 31 March 2022

**117**

---

## Number of apprentices who work in England

Number of apprentices who were working in England on 31 March 2021	<b>27</b>
Number of apprentices who were working in England on 31 March 2022	<b>24</b>
Number of new apprentices in England between 1 April 2021 to 31 March 2022 (includes both new hires and existing employees who started an apprenticeship)	<b>8</b>

## Full Time Equivalent

Full-time equivalents (optional)

## Reporting percentages

We have computed the percentages that will be reported from the figures you have given.

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) as a proportion of employment starts between 1 April 2021 to 31 March 2022	<b>6.84%</b>
--	--------------

---

Percentage of total headcount that were apprentices on 31 March 2022	<b>2.67%</b>
--	--------------

---

Percentage of apprenticeship starts (both new hires and existing employees who started an apprenticeship) between 1 April 2021 to 31 March 2022 as a proportion of total headcount on 31 March 2021	<b>0.89%</b>
---	--------------

---

## **Factors that impacted your ability to meet the target**

What actions have you taken this year to meet the target? How do these compare to the actions taken in the previous year?

**Actions taken this year were around targeting specific groups within the organisation to offer apprenticeships to up-skill and professionalise. Hiring managers have all been asked to consider if job roles are suitable for an apprenticeship before being advertised, including promoting the 'think apprentice' approach. We also have had a promotional campaign for apprenticeships to sell the benefits. We have done more this year to promote apprenticeships than previously.**

What challenges have you faced this year in your efforts to meet the target? How do these compare to the challenges experienced in the previous year?

**The challenge we have had this year is that most of those that wanted to undertake an apprenticeship to up-skill within the organisation have already done so, which leaves less people to approach. Also as with previous years, we have our own accreditation programme for investigations, which makes up 60% of our workforce. As having the accreditation makes them ineligible for an apprenticeship then it means that we have a smaller pool of people that can undertake an apprenticeship. There are no apprenticeship standards that are suitable**

---

for the investigator roles, so the problem cannot be solved this way either.

---

How are you planning to meet the target in future? What will you continue to do or do differently?

**Work is being undertaken in the next financial year to create career pathways for the organisation and apprenticeships could play a key part in this. Apprenticeships will continue to be promoted and be included in our people strategy. More work needs to be done around matching apprenticeship standards to job roles that there are fewer of at this point, rather than just targeting bigger teams.**

---