# West Yorkshire Police faces backlash over controversial recruitment policy



West Yorkshire Police (WYP) has implemented a controversial recruitment policy that temporarily blocks applications from white British candidates for its police constable entry programme, aiming to enhance diversity within its ranks. This measure has raised concerns regarding the fairness of the recruitment process, with allegations of positive discrimination against certain demographic groups.

Currently, candidates from what WYP categorises as 'under-represented' groups are allowed to submit their applications ahead of others. In contrast, applications from white British individuals are reportedly 'hidden', according to former officers who have raised alarms about the approach taken by the force. These allegations suggest a systemic bias that benefits minority groups while restricting opportunities for white British applicants.

A whistleblower previously affiliated with WYP has described the process as creating a 'gold' ranking for black and far east Asian candidates, and a 'silver' tier for those of south-east Asian descent. In contrast, candidates from various backgrounds including Irish and eastern European origins were placed in a 'bronze' category. The whistleblower's findings revealed a disconcerting trend whereby applications from white British candidates are significantly delayed, with claims of a 'pipeline for anyone white British [being] strangled, whilst anyone not white British [is] ushered through onto the next available stage'.

According to a report seen by a publication, this policy has allowed minority candidates to have access to job opportunities for 446 out of 489 days within the recruitment period spanning from June 2022 to October 2023. In stark contrast, white British candidates had a mere 99 days to submit their applications.

WYP has emphasized that its policies aim to ensure diverse communities are represented within the police force. A spokesperson stated that the most recent census indicated that 23 per cent of people in West Yorkshire identify as being from an ethnic minority background. However, current representation of ethnic minorities within the force stands at roughly 9 per cent, prompting the need for such measures to address the disparity.

Despite the intentions behind the policy, legal experts have criticised it as bordering on unlawful positive discrimination, which is viewed unfavourably in the UK context. While WYP maintains that their recruitment practices align with equality laws, the whistleblower pointed out that not a single ethnic minority applicant has reportedly failed the recruitment process, as those in the Positive Action Team (PAT)—who mentor candidates from these backgrounds—are also the ones conducting interviews.

Compounding concerns about the transparency of the recruitment procedures, it has been alleged that entry-level vacancies were marked as 'Hidden' on the internal system, indicating a prioritised entry for certain demographic groups at the expense of others.

WYP’s current approach has sparked significant public discussion and scrutiny, with former police officers highlighting a shift towards what they perceive as an inequitable bidding system within the recruitment landscape.

Source: [Noah Wire Services](https://www.noahwire.com)

## References

* <https://www.telegraph.co.uk/news/2025/04/09/west-yorkshire-police-blocks-white-applicants-diversity/> - This URL corroborates West Yorkshire Police's controversial policy to enhance diversity by temporarily blocking applications from white British candidates. It also highlights concerns about fair treatment and allegations of positive discrimination.
* <https://www.westyorkshire.police.uk/jobs-volunteer/police-officers/police-officers/selection-process> - This URL provides details on West Yorkshire Police's selection process, which includes requirements and stages applicants go through, but does not directly address the diversity policy controversy.
* <https://www.gov.uk/government/publications/neighbourhood-policing-grant-allocations-and-projections-2025-to-2026/west-yorkshire-police> - This URL discusses funding and growth projections for West Yorkshire Police but does not address the specific diversity recruitment policies mentioned in the article.
* <https://www.noahwire.com> - This is the source mentioned in the article. However, there is no specific URL provided for the article itself, making it difficult to corroborate the claims directly without more context.
* <https://www.justice.gov.uk/guidance/equality-and-the-law/positive-action> - Although this URL is not present in the search results, it would typically address UK laws regarding positive action, which is relevant to West Yorkshire Police's policies and the legal debates surrounding them.