



RECRUITMENT AND SELECTION

Equality, Diversity & Inclusion Matters to Durham Constabulary

We are striving to ensure that our workforce reflects the diverse communities that we police and enable all of our staff to reach their full potential within a framework of equality of opportunity in order to provide the best possible service to the people of County Durham and Darlington.

Joining the Force

Durham Constabulary is made up of different categories of staff namely: Regular Police Officers; Police Staff; Police Community Support Officers (PCSO) and Special Constables. We also work with volunteers around the force area in a wide range of initiatives which allow members of the public the opportunity to become involved in helping us to improve the policing of the communities of County Durham and Darlington.

Positive Action

We welcome applications from anyone who considers themselves to have a protected characteristic as defined by the Equality Act 2010.

- **Age**
- **Gender reassignment**
- **Marriage and civil partnership**
- **Pregnancy and maternity**
- **Race/Ethnicity**
- **Religion and belief**
- **Sex**
- **Sexual orientation**
- **Disability**

The Force will guarantee **the offer** of an interview to those people who have a disability **as long as they meet the essential criteria associated with the job they have applied for.**

We are committed to recruiting a workforce that reflects the communities we serve and protect.

Our force takes part in 'positive action', which aims to increase recruitment applications from under-represented groups. People with language skills, different cultures or backgrounds are encouraged to apply to join our organisation.

We are committed to building our relationships with minority communities and encouraging them to join our policing family.

On request, wherever possible we may be able to put individuals in touch with an appropriate officer/member of staff who shares a similar protected characteristic/need, or has identified themselves as a specific point of contact to provide support and assistance in respect of an enquiry or progression through the recruitment and selection process.

We value people from all diverse areas of the community and work closely with internal and external support network groups to ensure our staff have access to the most appropriate support and career development needs possible to be able to positively contribute to the policing of our communities.

Please visit the 'Join Us' Section on this website for more information around joining the Force, including eligibility criteria.

If you wish to submit an enquiry in respect of any of the above please e-mail human.resources@durham.pnn.police.uk giving your preferred contact details and someone will be in touch with you within 7 working days.

Alternatively if you would prefer to make personal contact with HR Services at our Force HQ on any matter you can do this by ringing 0191 3752123.

