RECRUITMENT AND SELECTION

EQUALITY AND DIVERSITY 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; PCSOs 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.

We particularly welcome enquiries/applications from individuals who have ‘protected characteristics’ as defined within the Equality Act 2010 i.e. those people who are protected from discrimination by having personally or being part of a group who have one or more of the following characteristics:-

- 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.
At the earliest opportunity, we will endeavour to take positive action where possible with regard to specific individual requirements in relation to protected characteristic, or any other identified individual needs in order to progress an application.

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 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.

You are eligible to join Durham Constabulary if you are a British citizen or a member of the European Community over the age of 16 years (Police Staff) 18 years (Police Officer, Special Constable and PCSO). If you are a Commonwealth or foreign national in addition you will need to provide proof that you have been resident within the UK and free of any restrictions for at least three years prior to submission of any application.

In the event that applicants have not been resident in the UK for at least 3 years and can provide a VERIFIABLE certificate from the Police of any country where they have taken temporary residence to indicate that they have not been convicted of any offence whilst in that country or involved in any investigation by a Law Enforcement Agency which includes being interviewed, arrested, issued with any penalty notice, charged or cautioned irrespective of whether that offence is an offence within the United Kingdom, then this will be considered as part of the recruitment vetting process. Individuals who are not able to meet this criteria will be subject to appropriate risk assessment by the Force Counter Corruption and Vetting Unit.

Please visit the ‘Join Us’ Section on this website for more information around joining the Force.

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