



RECRUITMENT AND SELECTION

Equality, Diversity & Inclusion (ED&I) Matters to Durham Constabulary

We are striving to ensure that our workforce reflects the diverse communities that we police and enable all our staff to reach their full potential within a framework of equality of opportunity 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

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 recruiting a workforce that reflects the communities we serve and protect and build our relationships with minority communities, encouraging them to join our policing family.

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**

In terms of recruitment and selection no protected characteristic will be seen as a bar from anyone wishing to apply to be a member of the organisation or for those already working within the organisation to progress. All applications will be considered on their own merit.

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.**

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.

To make an enquiry via our Positive Action Co-ordinator please contact positive.action@durham.police.uk

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, please e-mail human.resources@durham.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.



