



DURHAM CONSTABULARY

Statement of General Commitment to Equality, Diversity & Inclusion (ED&I)

Durham Constabulary and the Police and Crime Commissioner (PCC) are fully committed to embracing equality, diversity and inclusion in the development of policing for the communities of County Durham and Darlington.

A fair, effective, visible policing service relies upon individuals and communities having confidence in the police and believing that the individual needs of all sections of the community will be fully considered. Improved operational performance will be achieved through effective equality and diversity strategies and learning and development for all members of the force and where appropriate those working with it.

We believe that members of the communities we serve and all those who contribute to the work of the police service have the right to be treated with dignity and respect. We recognise that fair treatment for all, both the public and our colleagues alike, is the cornerstone of policing by consent.

We will strive to sustain public confidence by demonstrating fairness, consistency, tolerance and understanding in our dealings with all sections of the community. We will police with integrity and with respect for the rights of the individual, and in support of these objectives we will seek to develop a workforce which reflects the communities we serve.

Durham Constabulary is committed to being an equality led employer and to the creation of an entirely non-discriminatory working environment. All individuals shall have an equal right to employment and advancement within the Constabulary on the basis of their ability, performance and aptitude for work.

Bullying, Discrimination, harassment and victimisation on the grounds of age, sexual orientation, marital status, pregnancy/maternity, race/ethnicity, religion/belief, sexuality, disability, gender reassignment or any other unjustifiable requirement is unacceptable, and will not be tolerated by the organisation.

Further information around the force response to addressing Equality, Diversity & Inclusion issues can be found on the [Equality, Diversity & Inclusion page](#) on this website.

