

Inclusion Charter

The Inclusion Charter aims to give an understanding of what inclusion looks and feels like in Durham Constabulary and is key to embedding this critical value of the Durham Difference.

Acceptance

To feel accepted, connected to the organisation, valued and able to be your true, authentic self in the workplace.

Belonging

To have a sense of belonging and purpose at work, in your own role and feel included as part of your team. For every member of the organisation to have a 'voice'.

Contribution

To feel able to fully contribute to your own role and have a positive working environment which promotes personal and professional development.

Difference

To respect and work to understand difference, values and diversity of thought, opinion and belief.

Equality & Fairness

Have confidence that process and policy is fair and equitable. Workplace issues will be resolved in a timely, proportionate and legitimate way.

Honesty & Communication

Understand the importance of timely, honest conversations which promote supportive leadership, a learning culture and reduce the fear of blame.



Positive | Fair | Courageous | Inclusive | With Integrity

Altogether Better Policing