



DURHAM
CONSTABULARY



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Working for Durham

Founded in 1839, Durham Constabulary is one of the top-performing police forces in the UK, serving our County Durham and Darlington constituents of nearly 600,000.

We are committed to providing an excellent policing service that we and those we serve can be proud of and which keeps our communities safe.

Our force values which deliver the 'Durham Difference' are positivity, courageousness, fairness, inclusivity with integrity.

Our staff will perform their duty consistent with the Code of Ethics of the College of Policing. The Code provides information on achieving ethical decision making and indicates how breaches of the Code will be dealt with. It combines policing principles and standards of behaviour in a single document; is inclusive, applying to everyone in Durham Constabulary be it police officers, staff, special constables, volunteers or contractors.

We expect our staff to adopt a mature, professional approach when delivering your policing service and encourage them to exercise well-reasoned judgement and discretion with the ultimate aim of 'doing the right thing' by policing to the needs of those we serve.

Our focus will go beyond identifying culpability and will also focus on fixing problems to ensure our service continually improves. Our behaviour, actions and decisions will always support the public interest. Durham Constabulary is committed to delivering excellent policing to inspire confidence in victims and our communities around the clock:

- neighbourhood policing: prevent crime and relentlessly pursue criminals
- vulnerability: be determined to protect vulnerable people
- victim experience: provide a first-class service to victims



What we offer

- A minimum of 26 days annual leave rising to 31 days after five years continuous service plus bank holidays. (Pro rata for part time posts)
- A defined benefit pension scheme through LGPS (career average) with death in service benefit
- Flexible working arrangements including flexi-time and hybrid working
- Access to a range of health and wellbeing services including an employee assistance programme
- Access to a wide range of staff networking groups
- Access to a range of high street discount services e.g., Blue Light Card
- Access to interest free loans
- Cycle to work scheme
- Corporate gym discounts
- Sports social clubs
- Police Treatment centre



EDI/Positive Action

Durham Constabulary and the Police and Crime Commissioner (PCC) are fully committed to embracing equality of opportunity, 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.



Better Health
at Work Award
Maintaining Excellence



If you wish to contact the force DEI team, please email DEI@durham.police.uk



Reasonable Adjustments

We are a proud to be an equal opportunities employer.

Durham Constabulary is a Disability Confident Employer. We guarantee the offer of an interview to applicants who meet the essential criteria for a post. This is open to any applicants who disclose they wish to be part of the scheme when emailing their applications.

If you require any reasonable adjustments at interview or in the role please contact us via recruitment@durham.police.uk

Please find below some suggested Reasonable Adjustments which could be provided to individuals if requested:

- Questions ahead of the interview to be able to read, digest and process the information.
- Questions written down in the interview room and in accessible format
- Extra time considerations

