



Statement of Commitment to Equality and Diversity

Hampshire Constabulary cherishes its internal diversity and the contribution that it makes to the delivery of a professional service to the communities we serve. We value the contribution that staff with a diverse range of skills and experience make to the organisation. We are taking positive action to increase this diversity and encourage all our staff to realise their full potential.

We aim to ensure that no member of staff or applicant is disadvantaged on the grounds of their gender, age, race, ethnic origin, nationality, disability, religious belief, sexual orientation or because they identify as transgender, by conditions or requirements which are not justifiable. We pride ourselves on the additional support and representation staff enjoy from a variety of associations which represent minority groups.

We take positive action to recruit staff with disabilities by guaranteeing an interview to all disabled applicants who meet the essential criteria of the role. We will make reasonable adjustments to enable staff with disabilities to perform a role and we encourage disabled applicants to tell us what support they need during the recruitment process.

Hampshire Constabulary is committed to enabling staff to achieve a balance between work commitments and their lives outside work. We recognise that staff who are able to balance work and home lives will provide a better service, enjoy better health, be motivated and able to give of their best at work. We achieve this by promoting flexible working practices including part time working/ compressed hours and job sharing, wherever possible. We will ensure that staff working flexibly or part time have an equal opportunity to develop their skills, specialise and apply for promotion.

Our policies and practices reflect our commitment to the elimination of discrimination and the promotion of equality of opportunity. Through the implementation of these policies and practices, we aim to maintain a culture in which prejudice and discrimination are not tolerated and where staff are able to challenge unacceptable behaviour. All members of the Constabulary are expected to demonstrate their commitment to these principles in their day to day actions.

A copy of the full Equality & Diversity in Employment Policy can be obtained through the Equality & Diversity Team on 023 80744718.