



What do we ask of our employees?

- To take pride in the role they play towards protecting the public – we all play our part
- To act with the upmost integrity at all times – do the right thing even when it is challenging
- To ask for help if it is needed – this is not a weakness
- To show respect for others – we are not all the same but we all deserve to be treated respectfully at all times

What do we offer in return?

- A strong sense of belonging and teamwork
- Our commitment to your development
- Clear forcewide objectives and guidance to apply this to your role
- An environment to thrive and make a difference

Plus a number of practical benefits too:

- Competitive pension scheme
- 24 days holiday rising to 29 after five years' service (bank holidays are given in addition to this)
- Flexible working options including adjusting shift patterns, daily flexi time, working from home and flexible retirement (*these options can depend on the role*)
- Access to numerous wellbeing and occupational health services
- A variety of staff networks
- Access to a supportive union
- Staff discount scheme available – Blue Light Card