**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