



# PSNI Equal Opportunities Statement

The purpose of this statement is to ensure that, during the course of their employment, no police officer or member of police staff receives less favourable treatment or is discriminated against on the grounds of their sex, gender reassignment, gender identity, pregnancy or maternity leave, marital or civil partnership status, sexual orientation, race or ethnic origin, colour, religious belief (or similar philosophical belief), political opinion, national identity, age, disability or whether or not they have dependants.

The PSNI recognises that all police officers and members of police staff should be treated with respect and dignity in the workplace.

As such, the PSNI is committed to providing a working environment that is free from discrimination, victimisation, harassment, bullying and inappropriate behaviour.

Commitment to the principle of equal treatment also ensures that all police officers and members of police staff are given equal opportunity to develop their skills and abilities and to realise their full potential within the PSNI. It also ensures that all individuals are provided with equal access to opportunities for employment, promotion, training and development.

## Job Applicants

The PSNI welcomes applications from all suitably qualified candidates irrespective of their sex, gender reassignment, gender identity, pregnancy or maternity leave, marital or civil partnership status, sexual orientation, race or ethnic origin, colour, religious belief (or similar philosophical belief), political opinion, national identity, age, disability or whether or not they have dependants.

Applications from under-represented groups as identified through our monitoring framework are particularly welcome. Appointments will be made based on the merit principle.

The PSNI recruitment agent must be fully compliant with all relevant employment legislation and recruitment best practice when carrying out its duties under the terms of the outsourced arrangements.

The PSNI is an Equal Opportunities Employer.