**Poster P04**

**Cheshire Constabulary Career Opportunities and Staff Support Networks**

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We would like to submit a proposal for a poster display outlining the career opportunities we have at Cheshire Constabulary along with details of our Insight Programme which aims to offer support to prospective candidates looking to join the Constabulary and the help and support our Staff Support Networks provide.

Cheshire Constabulary aims to be an employer of choice, developing a workforce which reflects the diversity of our communities - attracting the best talent from the widest pool of people.

Cheshire Constabulary currently has a number of staff networks to assist and support staff; they do this in a variety of ways. The Staff Networks are a key mechanism for driving change and making a difference, by tapping in to the ideas, passion and knowledge of people who work at the Constabulary, our networks can help both to create change in the organisation, and to support leaders and managers in implementing it. Our Networks provide insight into unseen barriers and help the Constabulary to design practical, creative and efficient solutions to help address the challenges faced by the different groups. They also provide a great deal of support to individuals giving staff the opportunity to grow personally and professionally.

Many staff within our policing family have identities which overlap with a number of minority classes. Harnessing intersectionality health and wellbeing, raises awareness of how discrimination affects everyone differently and promotes equality, diversity and inclusion.