

## Sergeant Annie Pursey leads our Diversity & Inclusion Team and talks about our work to recruit people with disabilities



*Our purpose: To keep people safe and protect our communities*

*"I'm thrilled to be able to say we are the first police service in the country to become **Disability Confident Leaders**.*

*We really pride ourselves on our work to attract and recruit disabled people. It's about valuing the different skills we gain from people with disabilities and the diversity they bring to the organisation.*

*We couldn't do this without our partners. First I should mention [Pluss](#) a social enterprise company which helps thousands of people with disabilities get work. They help us understand what we need to do to be able to employ people, for example with learning difficulties like Asperger syndrome or visual impairment.*

*This has led to traineeships and full time work in our 24 hour Crime and Communication Centre, which handles 101 and 999 police emergency calls across the county.*

*We also work with [WorkFit](#) a Down's Syndrome Association service which finds the right employment opportunities for the right people. As a result we have a number of individuals with Down's Syndrome working in our Crime and Communication Centre, Learning & Development Unit and Community Policing Teams.*

*We've also joined forces with the Wiltshire Employment Support Team [WEST](#) who work with young adults with learning difficulties, helping them find rewarding volunteering roles, internships and future employment. We currently have a 12 week internship through this scheme.*

*As a Diversity & Inclusion team, we utilise 'positive action' to support disabled applicants applying for roles with Wiltshire Police. We make time to ensure that we can meet the needs of disabled applicants on a one to one basis and support them with reasonable adjustments prior to interview, if required.*

*Our philosophy is focus on ability, not disability. This ethos underpins everything we do to encourage more diversity in the workplace.*

*It starts with active leadership at the top from our Chief Constable and his leadership team, through our recruitment processes and to our officers and staff in their day to day work."*

Sgt Annie Pursey, Diversity & Inclusion Team, Wiltshire Police  
[anne.pursey@wiltshire.pnn.police.uk](mailto:anne.pursey@wiltshire.pnn.police.uk)

