



- [Site Map](#)
- [Search Site](#)
- [Email To A Friend](#)

[Home Page](#) > [Accessibility](#)

Accessibility

Essex Police seeks to be an employer that understands the needs and aspirations of people with disabilities and will ensure that there is no discrimination on the grounds of disability to either job applicants, members of the organisation or the members of public whom we serve.

Essex Police is committed to equality of opportunity for all and aims to provide access to the full range of recruitment and development opportunities for people with disabilities on the basis of merit and ability.

Where appropriate, equipment, aids and adaptations to the workplace will be made available, together with, where possible, a flexible approach to working arrangements to enable people with disabilities to work with the maximum convenience and efficiency. Furthermore, Essex Police seeks to ensure the retention of staff who become affected by disability through rehabilitation, training and reassignment.

Essex Police is committed to making itself accessible to all elements of the community and will endeavour to provide appropriate facilities and assistance for people with disabilities in order that they receive our highest standards of service.

Browsealoud

Our website is now speech-enabled, which means that you can download free software onto your personal computer and have the site read aloud to you.

The free software is called Browsealoud and is used on over 2000 websites in the UK and USA.

Browsealoud is a Windows browser plug-in designed for use with Internet Explorer 4 upwards or Netscape Navigator. If you install the Browsealoud plugin onto your PC, you can have the web pages on the Essex Police website read to you (and other sites that are speech-enabled).

Two ticks

The two ticks disability symbol is a recognition given by the Employment Service to employers who have agreed to take action to meet five commitments regarding the employment, retention, training and career development of disabled employees.

The five commitments made by employers including Essex Police are:

To interview all applicants with a disability who meet the minimum criteria for a job vacancy and consider them on their abilities.

To ensure there is a mechanism in place to discuss, at any time, but at least once a year, with disabled employees what you and they can do to make sure they can develop and use their abilities.

To make every effort when employees become disabled to make sure they stay in employment.

To take action to ensure that all employees develop the appropriate level of disability awareness needed to make your commitments work each year.

To review the five commitments and what has been achieved, to plan ways to improve on them and let employees and the Employment Service know about progress and future plans.

Minicom

Useful Links

External websites:

- ▶ [Police and Crime Commissioner for Essex](#)

Find Your Neighbourhood

Enter a postcode to find out your neighbourhood information



The minicom service is a telephone typewriter device for communication between deaf, hard of hearing, speech-impaired and/or hearing persons. Minicom only 01245 452828.

File downloads

All files that are available for download via this website have been converted to the Portable document format (PDF). These files can be viewed using Adobe Acrobat reader which is a free resource that is available from the Adobe website.

CSS

Where possible we have used cascading style sheets to control the visual layout of the site. If your browser does not support CSS the site or you choose to over-ride our style sheet with browser settings, the site is still readable/usable.

We use relative font sizes which means you can also override the default text sizes and set your own via the browser. If you are using Microsoft Internet Explorer go to the View menu, select TextSize and then choose the required option. If you are using Netscape go to the View menu and choose Increase Font.

Images

All images include the 'ALT' attribute.

Navigation

The primary sections of the site are always available via the main navigation menu that runs along the top of the page. The contents of these sections can be accessed via the side navigation, which uses clear indentation to reflect the structure of the site.

As you navigate through the site an additional breadcrumb navigation system shows where you are in relation to the homepage.

Other means of navigation include a search box located at the top of every page and an A to Z which provides links to every page in the site.

