



**HEDDLU
GOGLEDD CYMRU
NORTH WALES
POLICE**

Response Date: 30/06/2026

2026/579 - Pride

In response to your recent request for information regarding;

Please provide the following recorded information regarding the force's involvement in, and attendance at, local Pride events during the 2024–2025 and 2025–2026 financial years.

1. Attendance and Staffing

1.1 The total number of police officers and staff who attended local Pride events in an official capacity (e.g., as part of a community engagement team, diversity network, or march delegation), broken down by event name and year. Please note this excludes officers deployed solely for public safety or operational crowd policing.

2024– Colwyn Bay Pride. 2 staff attend from the Forces EDI Team.

2024 – Wrexham Pride. 1 staff member attend from the Forces EDI Team.

1.2 Whether officers participating in the event/parade were permitted to do so while on-duty, or if attendance was strictly voluntary/off-duty.

On duty linked to their work on Hate Crime .

- **On Duty linked to stand focusing on Hate Crime and Community Engagement**

2. Policy and Guidance

2.1 Copies of any internal policies, directives, joining instructions, or briefing notes issued to officers and staff regarding uniform requirements and appearance standards while attending Pride events.

2.2 Specifically, please provide any updated guidance or policy decisions regarding whether uniformed officers are permitted to march, following recent operational guidance or rulings regarding police impartiality.

2.3 Any Equality Impact Assessment carried out by the authority in relation to attendance at Pride.

You may have seen coverage of the High Court judgment regarding Northumbria Police's participation in a Pride event while in uniform. The Court found that this breached the professional duty of impartiality, a core principle of policing. This ruling has significant implications for all forces, including North Wales Police.

As a service, we remain fully committed to being visible, accessible and responsive to all communities. That commitment includes meaningful engagement, listening with intent, and

acting with integrity. However, we must also be mindful of our duty to maintain public confidence through impartiality and professionalism.

Most Pride Parades in North Wales are likely to be assessed as being 'non policed events', which means the organisers are responsible for planning and delivering a safe event.

At these events there is an opportunity for us to conduct engagement, much like we would at any community event, but we cannot take part or show support in any way, shape, or form.

It is imperative that no isolated promises are made to facilitate or police any event organisers plan without an assessment from Operations Planning by appropriately trained individuals.

Where events are assessed as requiring a policing presence for a policing purpose - namely public order and public safety - a Gold, Silver and Bronze command structure will be put in place and a clear briefing given to all resources deployed to allow us to fulfil our core policing principles without contravention of our duty of impartiality.

In light of the ruling in *R, (on the application of Smith)-v- Chief Constable of Northumbria [2025] EWHC 1805 Admin* North Wales Police officers and staff will adhere to the following principles:

On Duty Officers and Staff: Attendance for a Policing Purpose

Officers and staff on duty may only attend Pride for a Policing Purpose and must not do anything at an event which indicates support for or active participation in the event in question.

To clarify further:

- Officers and staff will only attend such an event for a policing purpose;
- A policing purpose will include protecting life and limb, investigation of crime, maintenance of law and order, public safety, and preventing a breach of the peace;
- A policing purpose will also include community engagement focused on:
 - Encouraging the reporting of hate crime;
 - Crime prevention activity and advice;
 - Recruitment activity;
- Officers and staff are not permitted to actively participate in any Pride event;
- Officers and staff are not to do anything which would indicate support for the event such as display symbols on clothing or otherwise or signage;
- Any officer or staff attending on duty for a policing purpose is not permitted to change their intention and actively participate in any aspect of the event (for example, standing at a crime prevention stall before then becoming actively involved in a parade).

Off Duty Officers and Staff

It is recognised that officers and staff have a qualified right to a private life to the extent that it does not bring into question their impartiality.

A commonsense approach is required from you in respect of participation in Pride when off duty.

To clarify further:

- Off duty officers/staff can of course participate in any Pride parade/event with the proviso that they do not wear any item of uniform and are not identifiable as police officers/staff;
- Officers/staff must conduct themselves in a manner aligned with the professional standards expected of us all, both on and off duty;
- For those wishing to attend off duty, there will be no reimbursement of time off in lieu (TOIL).

This approach has been consulted on with the LGBT+ Network, Legal Services and People Services as we recognise this is an emotive area which will impact some of our officers and staff, particularly those in the LGBT+ community. Support is available to those impacted either via LGBT+ Network, OHU and the Welfare Team.

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 17/06/2026