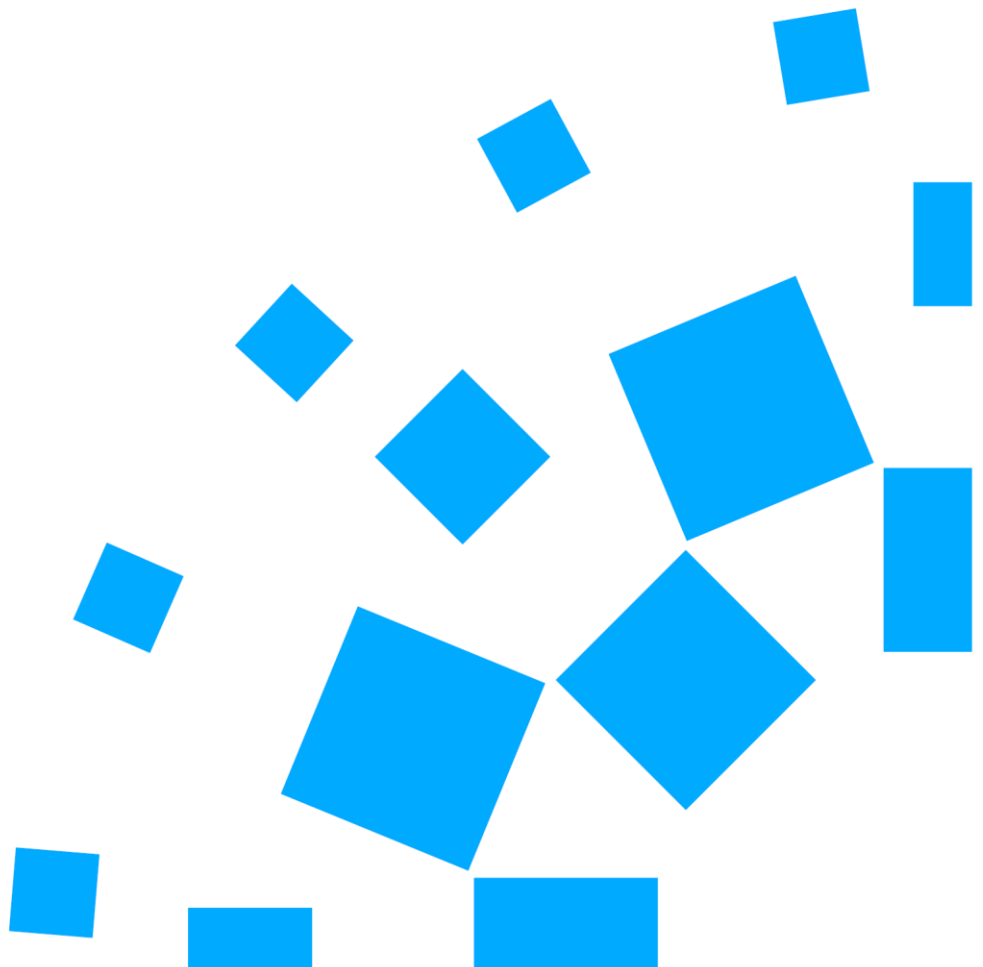




Protected Characteristics Coding Scheme

Note – not all questions will be asked in all circumstances. This is not a monitoring form.

December 2025



Introduction

This code scheme has been developed to underpin the Operational and Workforce Recording Standards that are being developed by the NPCC and College of Policing.

The scheme sets out what questions and responses should be presented when asking about Protected Characteristics and additional questions covering Gender Identity and Nationality. The code scheme is based on the existing Recording Standard with some updates.

The code scheme assumes that information is available to be collected. It is acknowledged that additional codes will be required for some elements of the Operational Recording Standard. These are codes to be used in some scenarios or circumstances where information regarding offenders, suspects and other nominals is unknown, where information cannot be collected or when it is not possible to ask the question to obtain the information.

Age

Question

What is your date of birth?

Response Codes

Current Date of birth (DD/MM/YYYY)

Disability

Part 1

Guidance Note

Do you have any health conditions, learning or communication differences that meet the definition of a disability under the Equality Act?

Please read the definitions below to understand how your condition(s) might be included. It does not matter whether you have a formal diagnosis. The Equality Act 2010 imposes a positive duty on employers to make reasonable adjustments for disabled employees and job applicants.

You are disabled under this act if you have a physical or mental impairment, or neurodivergent condition that has a 'substantial' and 'long-term' negative effect on your ability to perform normal daily activities. What 'substantial' and 'long-term' mean: **substantial** is more than minor or trivial, for example it takes much longer than it usually would to complete a daily task like getting dressed.

'long-term' means 12 months or more, for example a breathing condition that develops because of a lung infection.

Progressive conditions

A progressive condition is one that gets worse over time. People with progressive conditions can be classed as disabled. However, you automatically meet the disability definition under the Equality Act 2010 from the day you are diagnosed with HIV infection, cancer, or multiple sclerosis.

Question

Do you consider yourself to have a disability according to the definition above?

Response Codes

- Yes
- No
- Prefer not to say

Part 2 (To be included if additional data is required)

Question

Do you have any of these health conditions, learning or communication differences?

Response Codes

- ADHD (Attention Deficit Hyperactivity Disorder)
- ASD (Autistic Spectrum Disorder), Aspergers or another condition with differences in communication and interaction
- Blindness or visual impairment not corrected by glasses
- Deafness or Moderate to severe hearing loss
- Dyslexia, Dyspraxia, Dyscalculia, Dysgraphia, or another learning difference
- Long term illness. For example, cancer, HIV (Human Immunodeficiency Virus), diabetes, chronic heart disease or epilepsy
- Mental Health Condition. For Example, PTSD (Post Traumatic Stress Disorder), depression, schizophrenia, or anxiety disorder
- Physical disability or mobility issue. For example, impaired use of arms or legs, use of wheelchair or crutches
- Neurological or Movement Disorder, Tic Disorder or TS (Tourette's Syndrome)

- Another disability, health condition or impairment affecting daily life. For example, Colitis, Crohn's, Fibromyalgia, ME (Myalgic encephalomyelitis), MND (Motor neurone disease), etc.
- No, I do not have any of the above
- Prefer not to say

Marriage and civil partnership

Question

What is your marital or same-sex civil partnership status?

Response Codes

- Never married and never registered a civil partnership
- Married
- In a registered civil partnership
- Separated, but still legally married
- Separated, but still legally in a civil partnership
- Divorced
- Formerly in a civil partnership which is now legally dissolved
- Widowed
- Surviving partner from a civil partnership
- Prefer not to say

Nationality

Question

How would you describe your nationality?

Response Options

The codes should be selectable from a drop-down list of nationalities.

For ease of use, the list should start with the following nationality codes: British, English, Scottish, Welsh and Northern Irish, then be followed by the alphabetical list of all nationalities.

Pregnancy and Maternity

Question

Which of the following best describes you?

Response Options

- Currently pregnant
- You or your partner have given birth or adopted in the last 26 weeks
- Neither pregnant nor given birth or adopted in the last 26 weeks
- Prefer not to say

Race (Ethnicity)

Question

What is your ethnic group? Choose one option that best describes your ethnic group or background.

Response Options

- White – English/Welsh/Scottish/Northern Irish/British
- White – Irish
- White – Gypsy or Irish Traveller
- White – Roma
- White – Any other White background
- Mixed or Multiple Ethnic Groups – White and Black Caribbean
- Mixed or Multiple Ethnic Groups – White and Black African
- Mixed or Multiple Ethnic Groups – White and Asian
- Mixed or Multiple Ethnic Groups – Any other Mixed/Multiple ethnic background
- Asian or Asian British – English/Welsh/Scottish/Northern Irish/British
- Asian or Asian British – Indian
- Asian or Asian British – Pakistani
- Asian or Asian British – Bangladeshi
- Asian or Asian British – Chinese
- Asian or Asian British – Any other Asian background
- Black or Black British – English/Welsh/Scottish/Northern Irish/British
- Black or Black British – African
- Black or Black British – Caribbean
- Black or Black British – Any other Black/African/Caribbean background

- Other ethnic group – Arab
- Other ethnic group – Any other ethnic background
- Prefer not to say

Religion or belief

Question

What is your religion?

Response Options

- No religion
- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Jewish
- Muslim
- Pagan
- Sikh
- Any other religion
- Prefer not to say

Sex

Question

What is your sex? A question about gender identity will follow.

Response Options

- Female
- Male
- Intersex
- Prefer not to say

Gender Identity (Gender Reassignment)

Question (Part 1)

Is the gender you identify with, the same as your sex registered at birth?

Response Options

- Yes
- No
- Prefer not to say

Question (Part 2)

If not, what is your gender identity?

Response Options

- Man
- Woman
- Non-binary
- Prefer to self describe (free text)
- Prefer not to say

Sexual Orientation

Question

What is your sexual orientation?

Response Options

- Straight / Heterosexual
- Gay or Lesbian
- Bisexual
- Other
- Prefer not to say

About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

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