



National Uniform & Equipment Survey 2024

Avon and Somerset Constabulary Force Report

Results: October 2025

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Key Findings

This report provides a summary of responses to key questions from the first National Uniform & Equipment Survey for Avon and Somerset Constabulary¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 746 responses were recorded from Avon and Somerset Constabulary, representing a response rate² of approximately 11% (based on March 2024 total police force headcount)³.
- 78% of respondents are police officers, and 22% are police staff.
- 34% of respondents identified as female, 45% as male, and 21% did not specify their sex.

Overall Uniform Experience

- Over half (52%) of respondents from Avon and Somerset Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', slightly lower than the 56% average across the 43 forces in England and Wales.
- A quarter (25%) of respondents said their experience is 'positive', while 23% stated that they have a 'neutral' experience.
- 32% of respondents from Avon and Somerset Constabulary said their uniform items interact together 'poorly' or 'very poorly', compared with 19% who said that their uniform items interact 'well'.

¹Note that force-specific percentages may differ from those in the main report as the individual force report data are not weighted. See Section 2.3 of the main report for more details.

²Response rates are calculated based on the total force population. Therefore, while, for example, a 10% response rate is reported for the force, the effective response rate among uniformed officers and staff—the intended population for this study—may be higher.

³Home Office (2025) Police Workforce, England and Wales, 31st March 2025: data tables [Dataset]. Available at: <https://www.gov.uk/government/statistics/police-workforce-open-data-tables>

- 23% of respondents from Avon and Somerset Constabulary said their uniform items do not interact well together with Personal Protective Equipment (PPE), while 28% said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 46% of respondents from Avon and Somerset Constabulary disagreed that their uniform is fit for purpose, while 29% agreed.
- 71% of respondents from Avon and Somerset Constabulary agreed that their uniform restricts their movement, higher than the 64% average.
- 53% of respondents from Avon and Somerset Constabulary said their uniform is not good quality, while 60% of respondents from this force said their uniform does not fit well.
- A third (33%) of respondents from Avon and Somerset Constabulary disagreed that their uniform is durable, while 41% agreed.
- 56% of respondents from Avon and Somerset Constabulary said their uniform is uncomfortable, while only 22% said they are comfortable in their uniform.
- 77% of respondents from Avon and Somerset Constabulary disagreed that their uniform keeps them cool in summer, while only 9% agreed. This is higher than national average of 74% who said the same.
- Half of respondents (50%) from Avon and Somerset Constabulary said their uniform keeps them warm in winter. However, 56% disagreed that their uniform is waterproof.

Uniform Items

- 72% of respondents from Avon and Somerset Constabulary reported wearing cargo trousers. Of these respondents, 81% said that this item contributes neg-

atively to their experience of wearing uniform, considerably higher than the national average of 69%.

- 62% of those who wear general purpose trousers from Avon and Somerset Constabulary said that this item contributes to a negative uniform experience.
- 70% of respondents who wear a dress shirt from Avon and Somerset Constabulary said that this item contributes to a negative uniform experience.
- 52% of respondents who wear a bowler hat and 51% of respondents who wear a patrol helmet from Avon and Somerset Constabulary said that these items contribute to a negative uniform experience.
- Almost half (49%) of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

Uniform Access and Stores

- 64% of respondents from Avon and Somerset Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 19% said it is 'difficult' or 'extremely difficult'.
- 81% of respondents from Avon and Somerset Constabulary have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 8% had not attended the uniform stores as it was too far to travel to, 5% did not know it was an option to visit a uniform store, while 6% said it is not an option to visit a uniform store.
- Among those who had visited a store, 20% said that upon visiting the store items were not available in their size, or some but not all items were available in their size (22%). However, the majority (58%) were able to access required items in their size in store.

- The majority of respondents from Avon and Somerset Constabulary (60%) received items they ordered within weeks, some within three months (17%), and some within days (17%).

Uniform Cost

- 66% of respondents from Avon and Somerset Constabulary agreed that cost drives uniform decisions, while only 7% disagreed.

Perception of Uniform

- 63% of respondents from Avon and Somerset Constabulary said they feel professional in their uniform, higher than the average across England and Wales of 51%. However, 19% said they do not feel professional in their uniform.
- 44% of respondents from Avon and Somerset Constabulary feel they look smart in their uniform, while 27% feel they do not look smart.
- Almost half (49%) of respondents from Avon and Somerset Constabulary said they feel proud in their uniform, while 18% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 57% of respondents from Avon and Somerset Constabulary reported at least one health condition they believe was caused or made worse by their uniform, highlighting clear concerns about the physical impact of uniform wear.
- Among those who provided their sex, 87% of female respondents from Avon and Somerset Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 61% of male respondents from this force.

- 41% of respondents from Avon and Somerset Constabulary agreed that their uniform affects their relationship with their body.
- Almost 1 in 5 (19%) respondents from Avon and Somerset Constabulary agreed that their uniform affects their mental wellbeing, while 21% agreed that their emotional wellbeing has been affected.

Complaints and Sick Leave

- A third (33%) of respondents from Avon and Somerset Constabulary said they have made a uniform-related complaint.
- For 72% of these complaints, no action was taken.
- 6% of respondents from Avon and Somerset Constabulary have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- Half of the respondents (50%) from Avon and Somerset Constabulary said that although they had experienced negative effects due to wearing their uniform, they did not take sick leave.
- Reasons for not taking sick leave at Avon and Somerset Constabulary included concerns that taking sick leave would negatively affect work opportunities (8%), negative attitudes in the force (8%), a lack of perceived empathy from line managers (5%), and previous negative experiences disclosing uniform-related issues (4%).

Uniform Impact on Retention and Role Choices

- 12% of respondents from Avon and Somerset Constabulary have made decisions about their current or future roles based on the uniform they must wear. This includes transitioning to a non-uniformed role, choosing a role based on the required uniform, and even leaving the force due to uniform-related issues.

Thoughts on National Uniform

- 47% of respondents from Avon and Somerset Constabulary agreed that there should be a national uniform across England and Wales, while 17% disagreed, and 36% neither agreed nor disagreed.

Figure 1: Proportion of respondents who said that their experience of uniform is ‘negative’ or ‘extremely negative’.

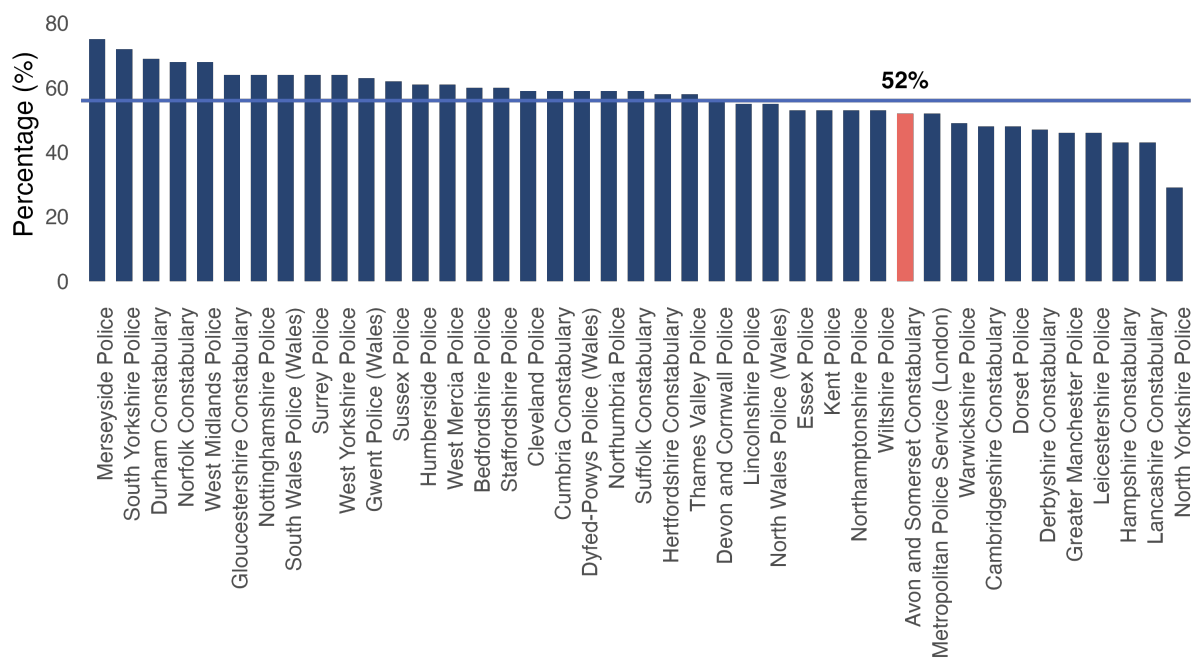


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

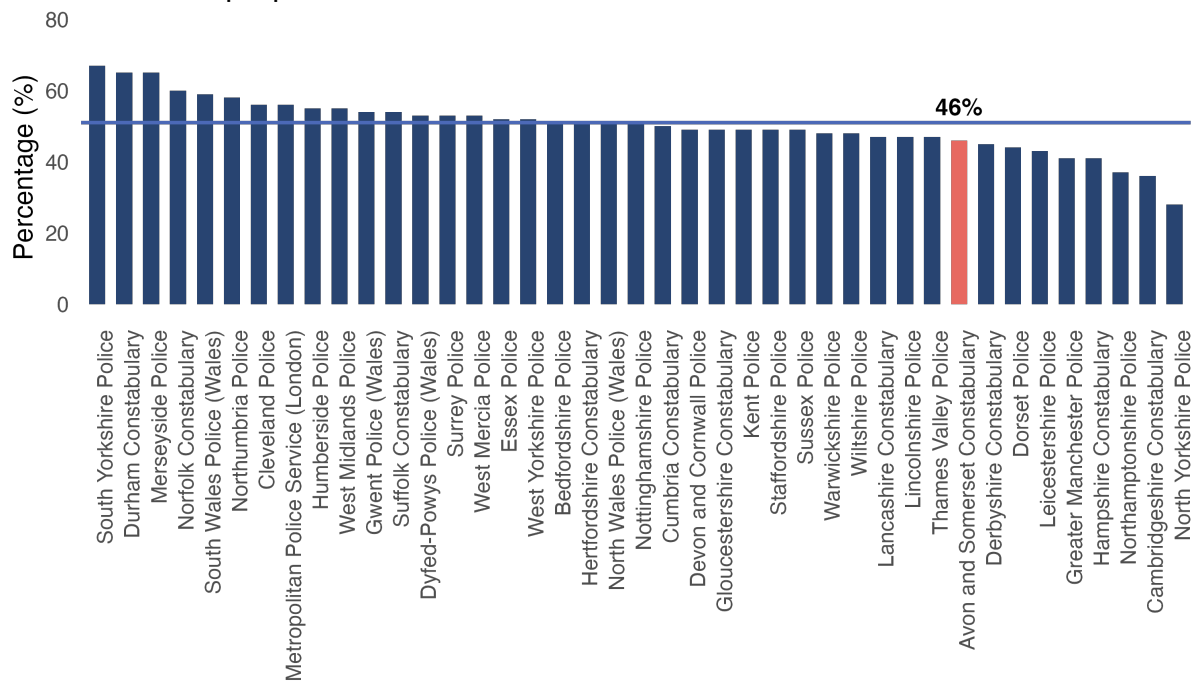


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

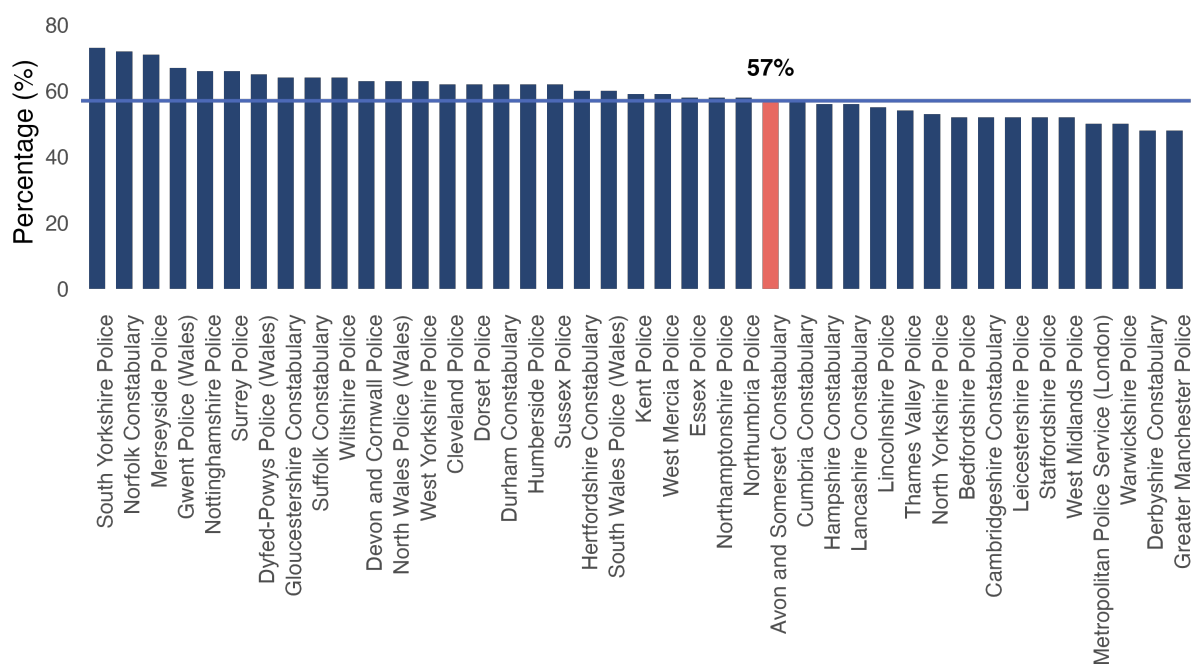


Figure 4: Proportion of uniform-related complaints where no action was taken.

