



National Uniform & Equipment Survey 2024

Cleveland Police 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 Cleveland Police¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 349 responses were recorded from Cleveland Police, representing a response rate² of approximately 13% (based on March 2024 total police force headcount)³.
- 82% of respondents are police officers, and 18% are police staff.
- 34% of respondents identified as female, 49% as male, and 17% did not specify their sex.

Overall Uniform Experience

- 59% of respondents from Cleveland Police said their experience of wearing uniform is 'negative' or 'extremely negative', higher than the 56% average across the 43 forces in England and Wales.
- 19% of respondents from Cleveland Police said their experience is 'positive', while 23% stated they have a 'neutral' experience.
- 40% of respondents from Cleveland Police said their uniform items interact together 'poorly' or 'very poorly', while 18% said 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>.

- 40% also reported their uniform items do not interact well together with Personal Protective Equipment (PPE), compared with only 14% who said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 56% of respondents from Cleveland Police disagreed that their uniform is fit for purpose, higher than the national average of 51%.
- 69% of respondents from Cleveland Police agreed that their uniform restricts their movement.
- 47% of respondents from Cleveland Police said their uniform is not good quality, while 65% of respondents from this force said their uniform does not fit well.
- 37% of respondents from Cleveland Police disagreed that their uniform is durable, while 40% agreed.
- 64% of respondents from Cleveland Police said their uniform is uncomfortable, while 18% said they are comfortable in their uniform.
- 73% of respondents from Cleveland Police disagreed that their uniform keeps them cool in summer, while only 8% agreed.
- 46% of respondents from Cleveland Police disagreed that their uniform keeps them warm in winter, and 66% disagreed that their uniform is waterproof.

Uniform Items

- 72% of respondents from Cleveland Police reported wearing cargo trousers. Of these respondents, 81% said this item contributes negatively to their experience of wearing uniform, significantly higher than the national average of 69%.
- 51% of respondents who wear general purpose trousers from Cleveland Police said this item contributes to a negative uniform experience.

- 60% of respondents who wear the utility belt report this item contributes negatively to their experience of wearing uniform.
- 59% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 53% of respondents who wear a bowler hat, 46% who wear a patrol helmet, and 47% who wear a softshell fleece from Cleveland Police said these items contribute to a negative uniform experience.

Uniform Access and Stores

- 31% of respondents from Cleveland Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 43% said it is 'difficult' or 'extremely difficult'.
- 61% of respondents from Cleveland Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 18% did not know it was an option, 10% said it is not an option, and 8% reported they are not allowed to visit a store.
- Among those who had visited a store, 58% stated that all required items were available in their size, 27% reported that some items were available in their size, and 14% said items were not available in their size.
- The majority of respondents from Cleveland Police (57%) received items they ordered within weeks, some within three months (20%), and some within days (14%).

Uniform Cost

- The majority (69%) of respondents from Cleveland Police agreed that cost drives uniform decisions, while only 6% disagreed.

Perception of Uniform

- 64% of respondents from Cleveland Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, over a quarter of respondents (28%) said they do not feel professional in their uniform.
- 48% of respondents from Cleveland Police feel they look smart in their uniform, while 28% feel that they do not look smart.
- 56% of respondents from Cleveland Police feel proud in their uniform, while 15% said that they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 62% of respondents from Cleveland Police 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, 85% of female respondents from Cleveland Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 67% of male respondents from this force.
- 39% of respondents from Cleveland Police agreed that their uniform affects their relationship with their body.
- 18% respondents from Cleveland Police agreed that their uniform affects their mental wellbeing, while one in five (20%) respondents agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 38% of respondents from Cleveland Police said they had made a uniform-related complaint.
- For 70% of these complaints, no action was taken.

- 6% of respondents from Cleveland Police have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- 51% of respondents from Cleveland Police 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 Cleveland Police included negative attitudes in the force (8%), worries that work opportunities would be affected (8%), and a lack of perceived empathy from line managers (7%).

Uniform Impact on Retention and Role Choices

- 12% of respondents from Cleveland Police 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 Cleveland Police agreed that there should be a national uniform across England and Wales, while 13% disagreed, and 40% feel neutral.

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

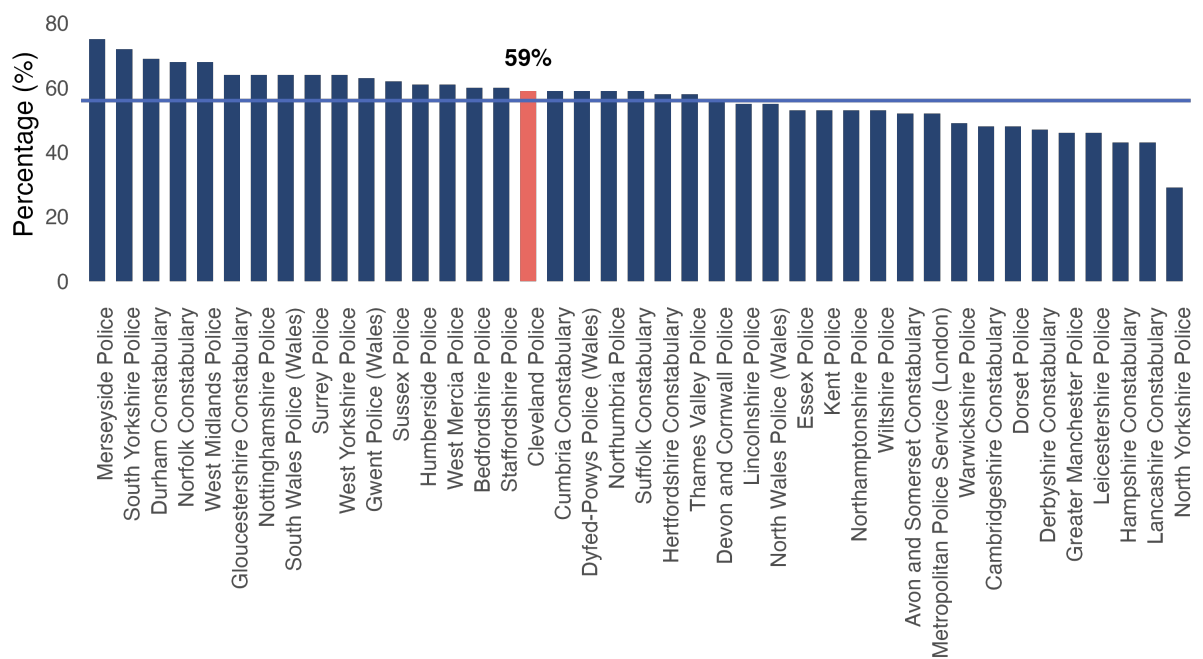


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

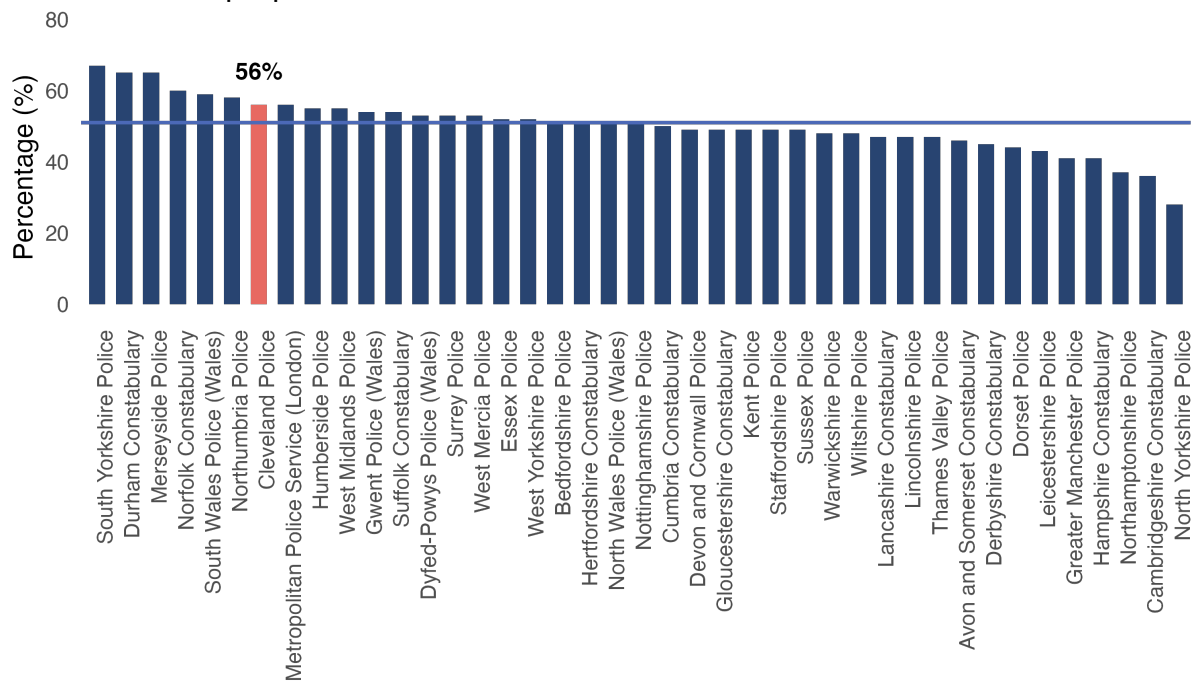


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

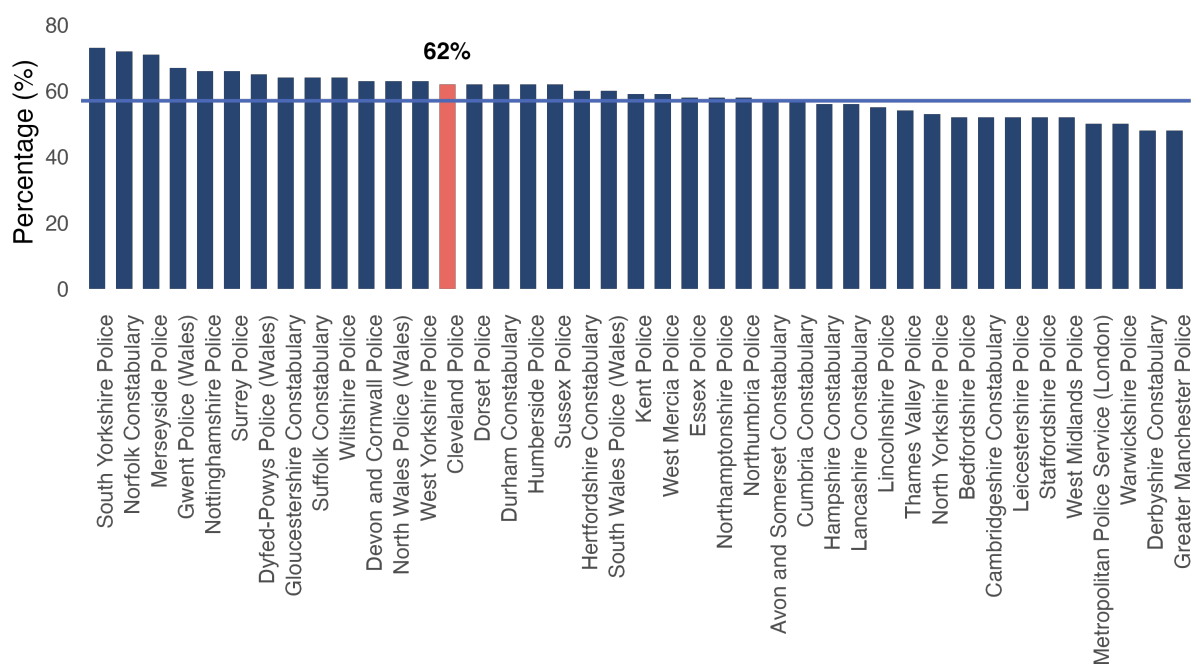


Figure 4: Proportion of uniform-related complaints where no action was taken.

