



National Uniform & Equipment Survey 2024

Durham 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 Durham Constabulary¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 225 responses were recorded from Durham Constabulary, representing a response rate² of approximately 9% (based on March 2024 total police force headcount)³.
- 65% of respondents are police officers, and 35% are police staff.
- 43% of respondents identified as female, 40% as male, and 18% did not specify their sex.

Overall Uniform Experience

- 69% of respondents from Durham Constabulary said their experience of wearing a uniform is 'negative' or 'extremely negative', significantly higher than the 56% average across the 43 forces in England and Wales.
- 11% of respondents from Durham Constabulary said their experience is 'positive', while 20% stated they have a 'neutral' experience.
- 36% of respondents from Durham Constabulary said their uniform items interact together 'poorly' or 'very poorly', while only 10% of respondents 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>.

- 22% said their uniform items interact 'poorly' or 'very poorly' with Personal Protective Equipment (PPE), while only 15% said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 65% of respondents from Durham Constabulary disagreed that their uniform is fit for purpose, higher than the 51% average. Only 17% of respondents from Durham Constabulary agreed that their uniform is fit for purpose.
- 68% of respondents from Durham Constabulary agreed that their uniform restricts their movement.
- 58% of respondents from Durham Constabulary said their uniform is not good quality, while over three quarters (77%) of respondents from this force said their uniform does not fit well.
- 47% of respondents from Durham Constabulary disagreed that their uniform is durable, while 27% agreed.
- 72% of respondents from Durham Constabulary said their uniform is uncomfortable, while one in ten (10%) respondents said that they are comfortable in their uniform.
- 63% of respondents from Durham Constabulary disagreed that their uniform keeps them cool in summer, while only 13% agreed.
- 48% of respondents from Durham Constabulary agreed that their uniform keeps them warm in winter, compared with 27% who disagreed. However, 66% disagreed that their uniform is waterproof.

Uniform Items

- 81% of respondents from Durham Constabulary reported wearing cargo trousers. Of these respondents, 92% said this item contributes negatively to their experi-

ence of wearing uniform, significantly higher than the national average of 69%.

- 62% of respondents who wear a patrol helmet from Durham Constabulary and almost half (49%) of respondents who wear a bowler hat said that these items contribute to a negative uniform experience.
- 56% of those who wear the softshell fleece, 53% of those who wear an all-climate shirt, and 52% of those who wear the polo shirt said these items contribute to a negative experience of wearing uniform.
- 52% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

Uniform Access and Stores

- 32% of respondents from Durham Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 42% said it is 'difficult' or 'extremely difficult'.
- 54% of respondents from Durham Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 17% did not know it was an option, and 16% said it is not an option to visit.
- Among those who had visited a store, 54% stated that all required items were available in their size, 23% said some but not all items were available in their size, and 23% reported that items were not available in their size.
- Most respondents from Durham Constabulary received the items they ordered within weeks (54%), 27% received items within three months, and 5% received items within days.

Uniform Cost

- 75% of respondents from Durham Constabulary agreed that cost drives uniform decisions, while only 2% disagreed.

Perception of Uniform

- 50% of respondents from Durham Constabulary feel they look professional in their uniform, slightly lower than the average across England and Wales of 51%. However, a quarter of respondents (25%) said they do not feel professional in their uniform.
- 37% of respondents from Durham Constabulary feel they look smart in their uniform, while 29% said they do not look smart.
- 49% of respondents from Durham Constabulary feel proud in their uniform, while 15% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 62% of respondents from Durham 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, 81% of female respondents from Durham Constabulary 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.
- Almost half (47%) of respondents from Durham Constabulary agreed that their uniform affects their relationship with their body.
- 21% respondents from Durham Constabulary agreed that their uniform has affected their mental wellbeing, while 21% agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 45% of respondents from Durham Constabulary said they had made a uniform-related complaint.
- For 71% of these complaints, no action was taken.
- 5% of respondents from Durham Constabulary have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- 51% of respondents from Durham 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 Durham Constabulary included concerns that taking sick leave would negatively affect work opportunities (10%), and a lack of perceived empathy from line managers (6%).

Uniform Impact on Retention and Role Choices

- 9% of respondents from Durham 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

- 44% of respondents from Durham Constabulary agreed that there should be a national uniform across England and Wales, while 16% disagreed, and 40% feel neutral.

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

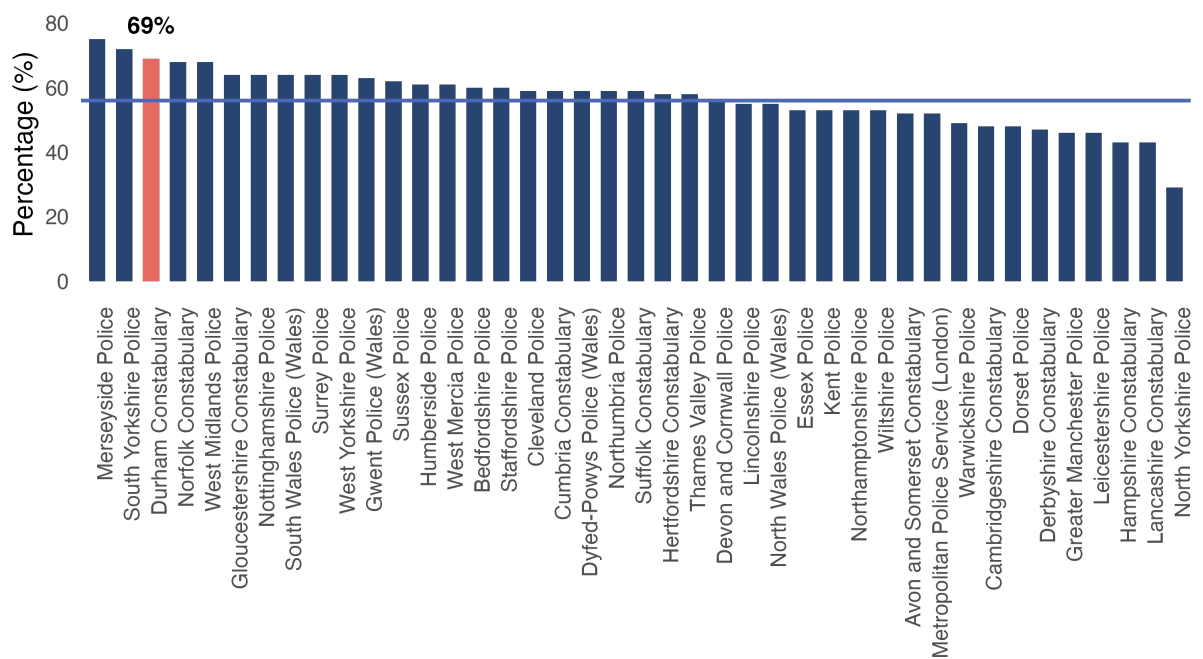


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

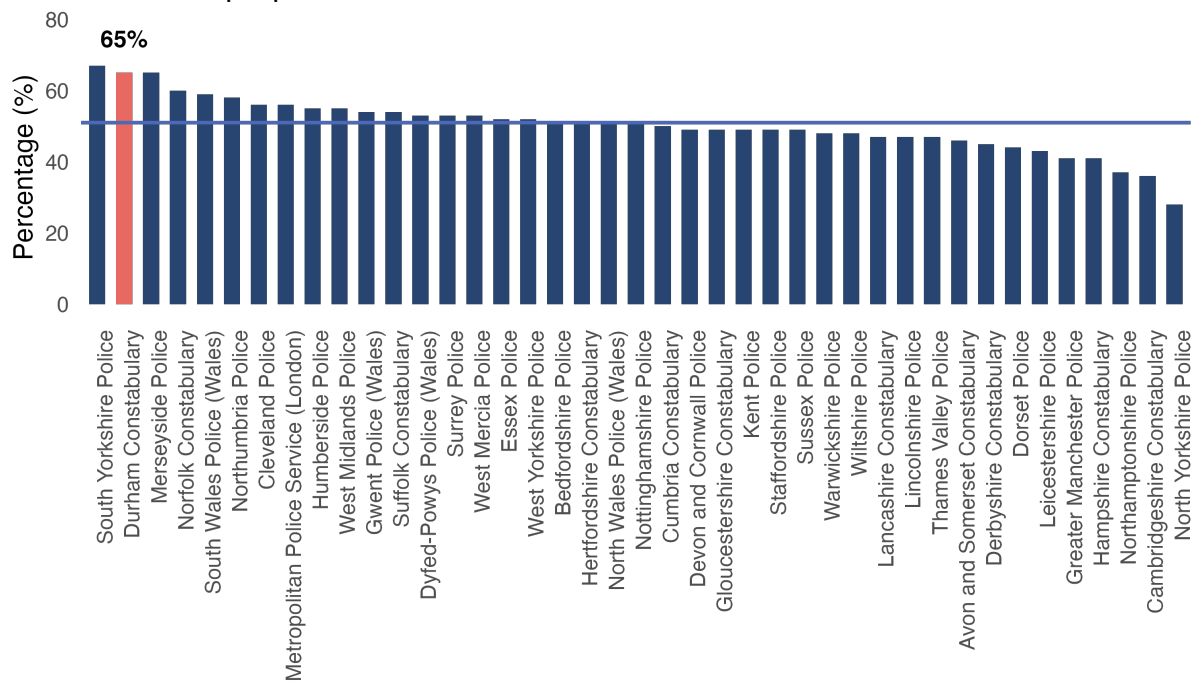


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

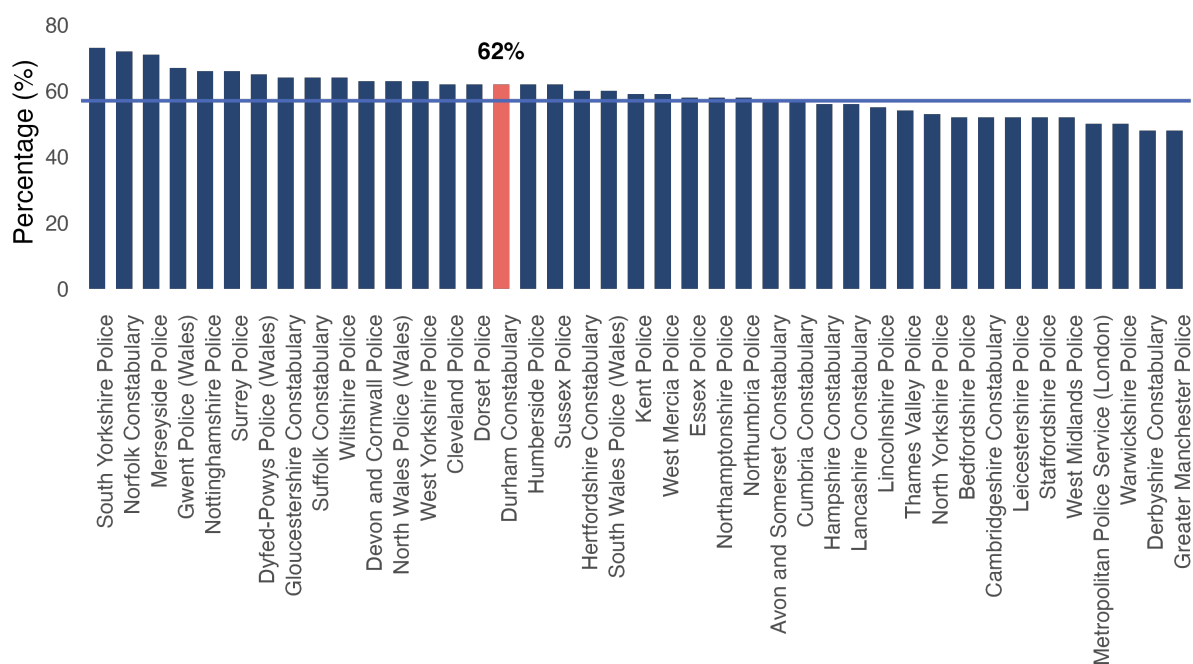


Figure 4: Proportion of uniform-related complaints where no action was taken.

