



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 329 responses were recorded from Gloucestershire Constabulary, representing a response rate² of approximately 11% (based on March 2024 total police force headcount)³.
- 75% of respondents are police officers, and 25% are police staff.
- 36% of respondents identified as female, 50% as male, and 13% did not specify their sex.

Overall Uniform Experience

- 64% of respondents from Gloucestershire Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', higher than the 56% average across the 43 forces in England and Wales.
- 16% of respondents from Gloucestershire Constabulary said their experience is 'positive', while 19% stated they have a 'neutral' experience.
- 43% of respondents from Gloucestershire Constabulary said their uniform items interact together 'poorly' or 'very poorly', while only 14% 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>.

- 32% of respondents from Gloucestershire Constabulary reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 16% said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- Almost half (48%) of respondents from Gloucestershire Constabulary disagreed that their uniform is fit for purpose, compared with 26% who agreed that their uniform is fit for purpose.
- 67% of respondents from Gloucestershire Constabulary agreed that their uniform restricts their movement.
- Over half (55%) of respondents from Gloucestershire Constabulary said that their uniform is not good quality, compared to 18% of respondents who said their uniform is good quality.
- 61% of respondents from this force said their uniform does not fit well, while only 15% of respondents said their uniform fits well.
- 39% of respondents from Gloucestershire Constabulary disagreed that their uniform is durable, while 33% agreed.
- 62% of respondents from Gloucestershire Constabulary said their uniform is uncomfortable, while only 18% said they are comfortable in their uniform.
- Three quarters (75%) of respondents from Gloucestershire Constabulary disagreed that their uniform keeps them cool in summer, while only 5% agreed.
- 39% of respondents from Gloucestershire Constabulary disagreed that their uniform keeps them warm in winter, while 37% agreed. However, 61% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 78% of respondents from Gloucestershire Constabulary reported wearing cargo trousers. Of these respondents, 80% said this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.
- 68% of those who wear general purpose trousers from Gloucestershire Constabulary said this item contributes to a negative uniform experience.
- 63% of those who report wearing a bump cap from Gloucestershire Constabulary report this item contributes to a negative uniform experience.
- 58% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 54% of those who report wearing a utility vest at Gloucestershire Constabulary said this item contributes to a negative uniform experience.

Uniform Access and Stores

- 41% of respondents from Gloucestershire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 38% said it is 'difficult' or 'extremely difficult'.
- 78% of respondents from Gloucestershire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 10% did not know it was an option, and 5% said it is not an option to visit.
- Among those who had visited a store, 56% stated that all required items were available in their size, 26% said some but not all items were available in their size, and 17% reported that items were not available in their size.

- Most respondents from Gloucestershire Constabulary received the items they ordered within weeks (43%), 29% received items within days, and 14% received items within three months.

Uniform Cost

- Three quarters (75%) of respondents from Gloucestershire Constabulary agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 43% of respondents from Gloucestershire Constabulary feel professional in their uniform, lower than the average across England and Wales of 51%. One in four (26%) said they do not feel professional in their uniform.
- 39% of respondents from Gloucestershire Constabulary do not feel they look smart in their uniform, while 28% feel they do look smart.
- 40% of respondents from Gloucestershire Constabulary feel proud in their uniform, while over one in five (22%) said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 64% of respondents from Gloucestershire 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, higher than the national average of 57%.
- Among those who provided their sex, almost all of the female respondents (93%) from Gloucestershire Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 58% of male respondents from this force.

- 39% of respondents from Gloucestershire Constabulary agreed that their uniform affects their relationship with their body.
- 18% respondents from Gloucestershire Constabulary agreed that their uniform affects their mental wellbeing, while 21% agreed that their emotional wellbeing has been effected due to uniform wear.

Complaints and Sick Leave

- 34% of respondents from Gloucestershire Constabulary said they had made a uniform-related complaint.
- For 78% of these complaints, no action was taken.
- 5% of respondents from Gloucestershire Constabulary have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- Half of respondents (50%) from Gloucestershire 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 Gloucestershire Constabulary included negative attitudes in the force (9%), a lack of perceived empathy from line managers (7%), and worries that taking uniform-related sick leave would negatively affect work opportunities (6%).

Uniform Impact on Retention and Role Choices

- 12% of respondents from Gloucestershire 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

- Over half (51%) of respondents from Gloucestershire Constabulary agreed that there should be a national uniform across England and Wales, while 17% disagreed, and 32% feel neutral.

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

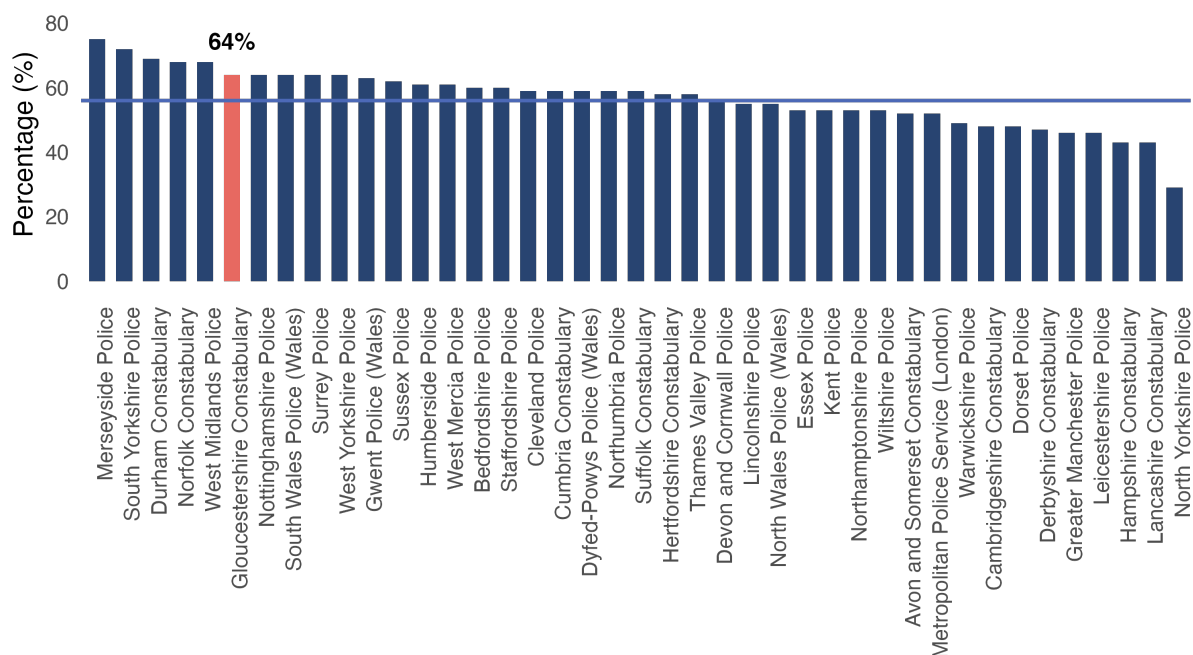


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

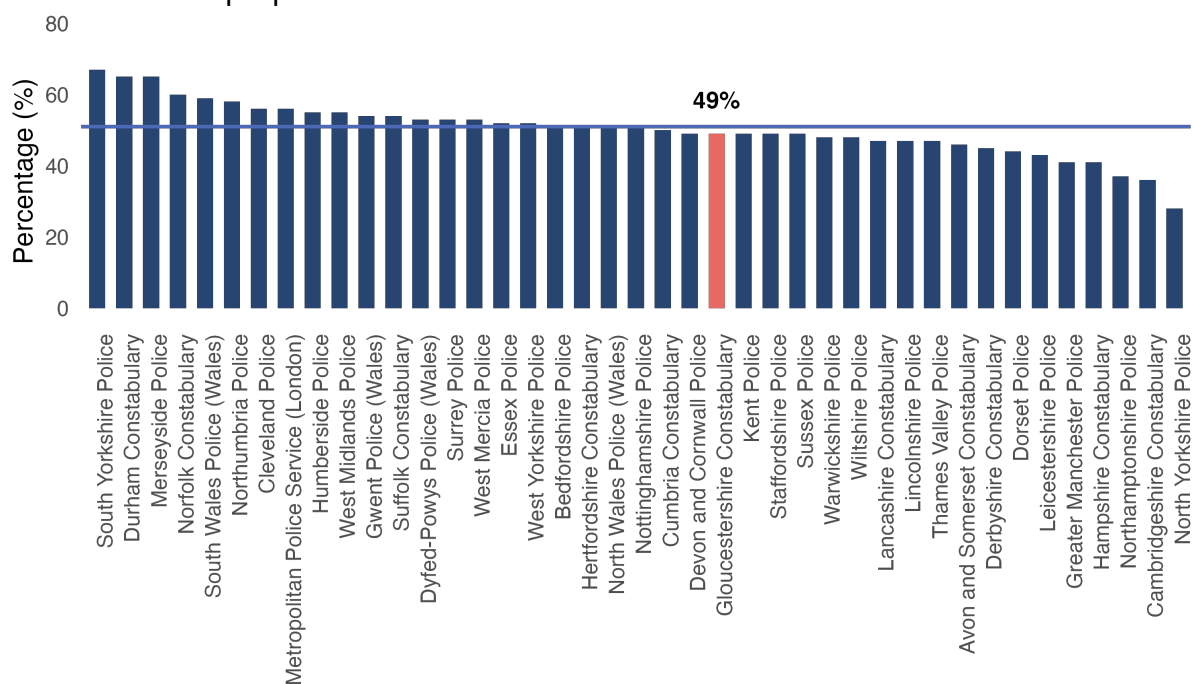


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

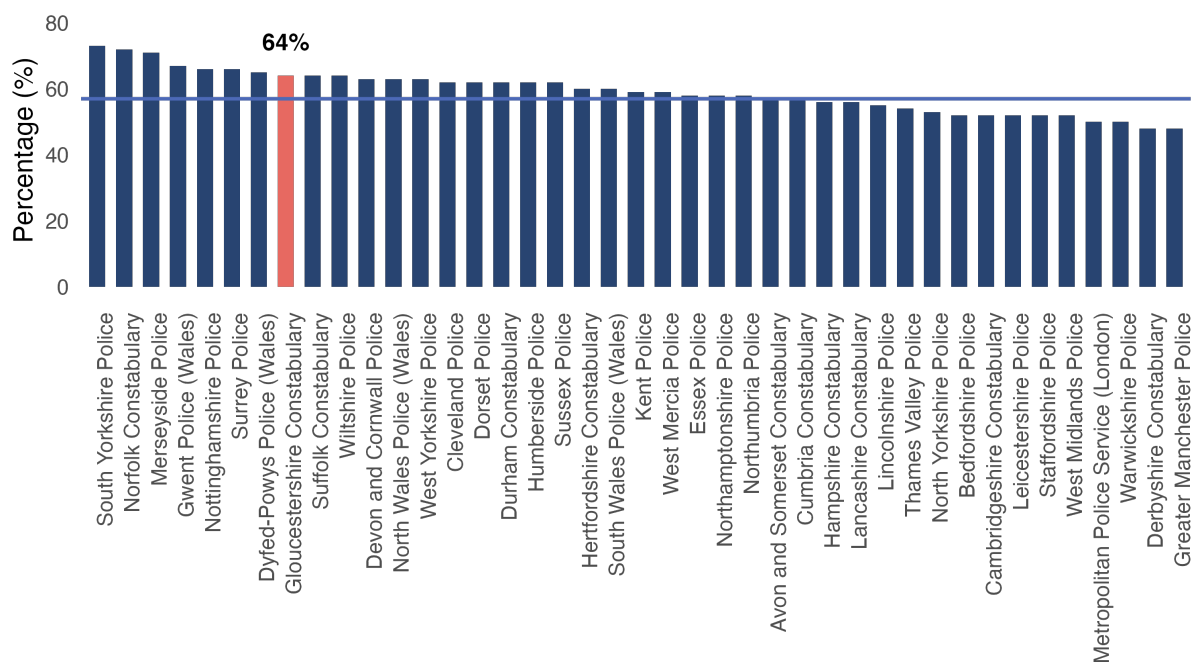


Figure 4: Proportion of uniform-related complaints where no action was taken.

