



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 682 responses were recorded from Greater Manchester Police, representing a response rate² of approximately 5% (based on March 2024 total police force headcount)³.
- 74% of respondents are police officers, and 26% are police staff.
- 29% of respondents identified as female, 43% as male, and 28% did not specify their sex.

Overall Uniform Experience

- 46% of respondents from Greater Manchester Police said their experience of wearing uniform is 'negative' or 'extremely negative', lower than the 56% average across the 43 forces in England and Wales.
- 29% of respondents from Greater Manchester Police said their experience is 'positive', while 24% stated they have a 'neutral' experience.
- A third (33%) of respondents from Greater Manchester Police said their uniform items interact together 'poorly' or 'very poorly', while 21% 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>.

- 25% reported their uniform items do not interact well together with Personal Protective Equipment (PPE), while 24% said their uniform items and PPE interact 'well'.

Uniform Functionality and Fit

- 41% of respondents from Greater Manchester Police disagreed that their uniform is fit for purpose, while 32% agreed.
- 56% of respondents from Greater Manchester Police agreed that their uniform restricts their movement.
- Almost half (47%) of respondents from Greater Manchester Police said their uniform is not good quality, while the majority (56%) of respondents from this force said that their uniform does not fit well.
- 41% of respondents from Greater Manchester Police disagreed that their uniform is durable, while 32% agreed.
- 51% of respondents from Greater Manchester Police said their uniform is uncomfortable, while only 27% said they are comfortable in their uniform.
- 68% of respondents from Greater Manchester Police disagreed that their uniform keeps them cool in summer, while only 7% agreed.
- 35% of respondents from Greater Manchester Police disagreed that their uniform keeps them warm in winter, while 31% agreed. However, 58% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 78% of respondents who wear a dress shirt from Greater Manchester Police said this item contributes negatively to their experience of wearing uniform.
- 69% of respondents who wear wear cargo trousers from Greater Manchester Police said this item contributes negatively to their experience of wearing uniform.

- 60% of respondents who wear a bowler hat and 56% who wear a patrol helmet from Greater Manchester Police said that these items contribute to a negative uniform experience.
- 54% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

Uniform Access and Stores

- Only 11% of respondents from Greater Manchester Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 77% said it is 'difficult' or 'extremely difficult'.
- 57% of respondents from Greater Manchester Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 17% said they are not allowed to visit, and 16% said it is not an option to visit.
- Among those who had visited a store, 38% stated that all required items were available in their size, 25% said some but not all items were available in their size, and 37% reported that items were not available in their size.
- Most respondents from Greater Manchester Police faced long wait times of three to six months before receiving the items they ordered (38%), 31% received items within three months, and 15% waited six months or longer.

Uniform Cost

- 72% of respondents from Greater Manchester Police agreed that cost drives uniform decisions, while only 8% disagreed.

Perception of Uniform

- 57% of respondents from Greater Manchester Police feel they look professional in their uniform, slightly higher than the average across England and Wales of 51%. However, 22% said they do not feel professional in their uniform.
- 48% of respondents from Greater Manchester Police feel they look smart in their uniform, while 24% do not feel that they look smart.
- 48% of respondents from Greater Manchester Police feel proud in their uniform, while 20% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- Nearly half (48%) of respondents from Greater Manchester 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, 78% of female respondents from Greater Manchester Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 57% of male respondents from this force.
- 38% of respondents from Greater Manchester Police agreed that their uniform affects their relationship with their body.
- 21% respondents from Greater Manchester Police agreed that their uniform affects their mental wellbeing, while 20% agreed that their emotional wellbeing has been effected due to their uniform.

Complaints and Sick Leave

- A third (33%) of respondents from Greater Manchester Police said they had made a uniform-related complaint.

- For 77% of these complaints, no action was taken.
- 3% of respondents from Greater Manchester Police have taken time off work due to the negative effects of uniform, lower than the national average of 5%.
- 43% of respondents from Greater Manchester 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 Greater Manchester Police included negative attitudes in the force (14%), worries that taking uniform-related sick leave would affect work opportunities (13%), and a lack of perceived empathy from line managers (9%).

Uniform Impact on Retention and Role Choices

- 13% of respondents from Greater Manchester 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

- Half (50%) of respondents from Greater Manchester Police agreed that there should be a national uniform across England and Wales, while 17% disagreed, and 34% feel neutral.

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

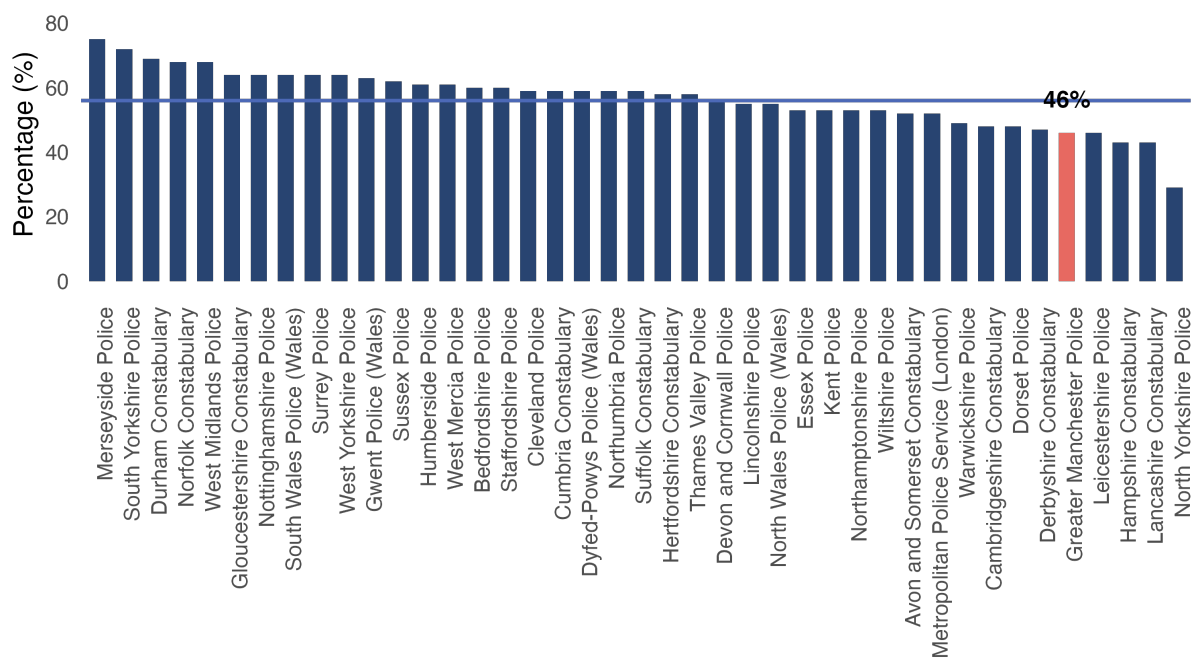


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

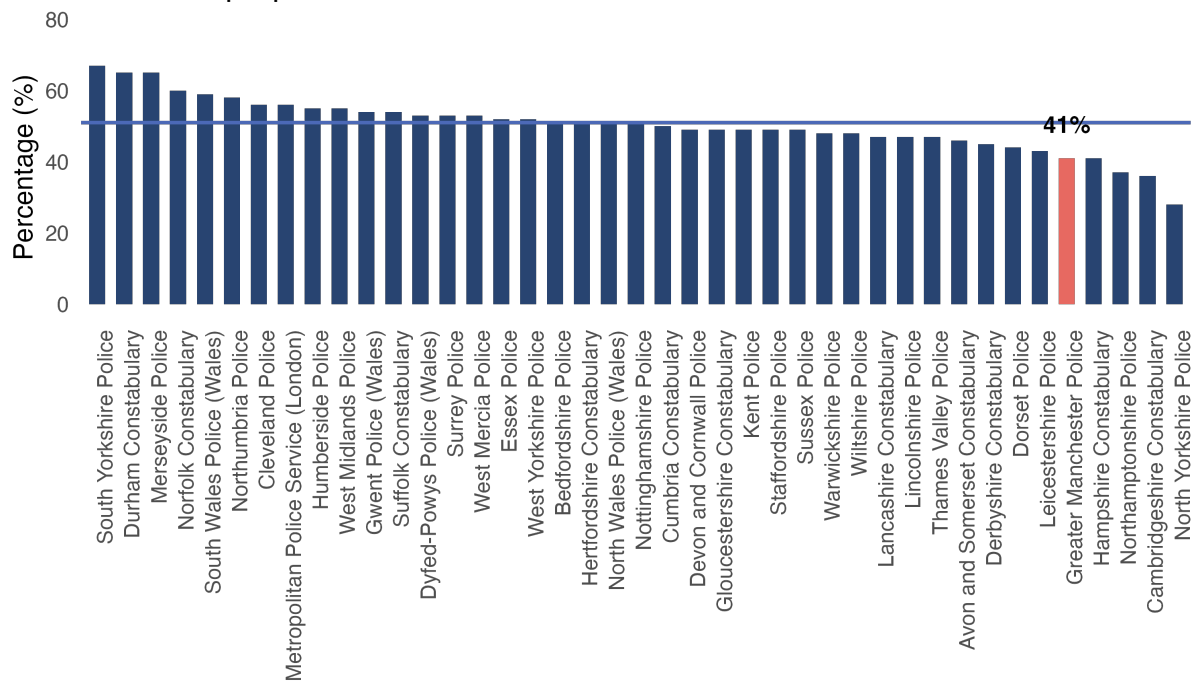


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

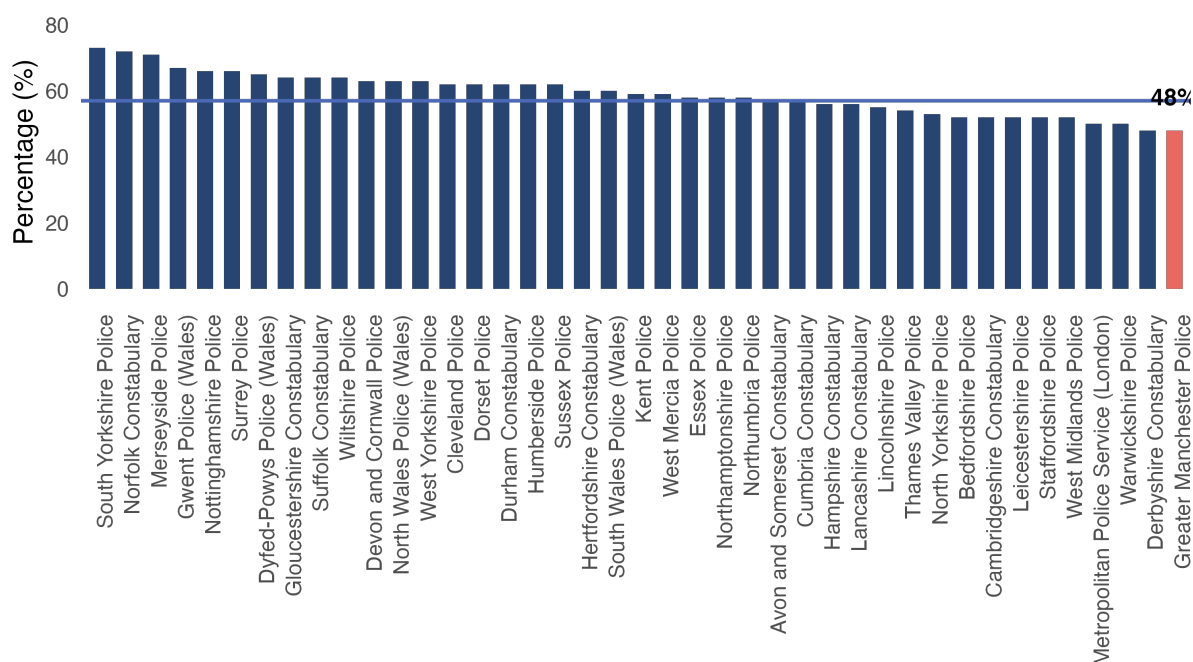


Figure 4: Proportion of uniform-related complaints where no action was taken.

