



National Uniform & Equipment Survey 2024

Hertfordshire Constabulary Force Report

Results: October 2025

Dr Camilla De Camargo, Dr Stephanie Wallace, Lois Fairclough,
Dr Sahrish Khan, Zac Mader, Belinda Goodwin, & Dr Yuze Sha

Lancaster
University



POLICE
Federation



Key Findings

This report provides a summary of responses to key questions from the first National Uniform & Equipment Survey for Hertfordshire Police¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 339 responses were recorded from Hertfordshire Constabulary, representing a response rate² of approximately 7% (based on March 2024 total police force headcount)³.
- 83% of respondents are police officers, and 17% are police staff.
- 33% of respondents identified as female, 50% as male, and 17% of respondents did not specify their sex.

Overall Uniform Experience

- 58% of respondents from Hertfordshire Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', slightly higher than the 56% average across the 43 forces in England and Wales.
- 19% of respondents from Hertfordshire Constabulary said their experience is 'positive', while 24% stated they have a 'neutral' experience.
- 40% of respondents from Hertfordshire 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>.

- 33% of respondents from Hertfordshire Constabulary reported their uniform items do not interact well together with Personal Protective Equipment (PPE), compared with just 20% who said their uniform items interact well with their PPE.

Uniform Functionality and Fit

- Over half (51%) of respondents from Hertfordshire Constabulary disagreed that their uniform is fit for purpose.
- 70% of respondents from Hertfordshire Constabulary agreed that their uniform restricts their movement, higher than the 64% average.
- 51% of respondents from Hertfordshire Constabulary said their uniform is not good quality, while 62% of respondents from this force said their uniform does not fit well.
- 34% of respondents from Hertfordshire Constabulary disagreed that their uniform is durable, while 33% agreed.
- 61% of respondents from Hertfordshire Constabulary said that their uniform is uncomfortable, only 18% said they are comfortable in their uniform.
- 72% of respondents from Hertfordshire Constabulary disagreed that their uniform keeps them cool in summer, while only 7% agreed.
- 35% of respondents from Hertfordshire Constabulary disagreed that their uniform keeps them warm in winter, while 36% of agreed. However, 60% disagreed that their uniform is waterproof.

Uniform Items

- 71% of respondents who wear general purpose trousers from Hertfordshire Constabulary said this item contributes negatively to their experience of wearing uniform.

- 67% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, an item worn by the majority (69%) of respondents from Hertfordshire Constabulary.
- 58% of those who wear cargo trousers from Hertfordshire Constabulary said this item contributes to a negative uniform experience.
- 58% of respondents who wear a bowler hat and 62% who wear a dress shirt from Hertfordshire Constabulary said these items contribute to a negative uniform experience.
- 56% of respondents who wear a utility vest from Hertfordshire Constabulary said this item contributes to a negative uniform experience.

Uniform Access and Stores

- Only 13% of respondents from Hertfordshire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 74% said it is 'difficult' or 'extremely difficult'.
- 23% of respondents from Hertfordshire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 34% said the store was too far to travel to, 15% did not know it was an option, and 15% said it is not an option to visit.
- Among those who had visited a store, 24% said some but not all items were available in their size, and 50% reported that items were not available in their size.
- Most respondents from Hertfordshire Constabulary received the items they ordered within three months (37%), 29% experienced long wait times of three to six months, 17% received items within weeks, and 12% waited six months or longer.

Uniform Cost

- 74% of respondents from Hertfordshire Constabulary agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 45% of respondents from Hertfordshire Constabulary feel they look professional in their uniform, lower than the average across England and Wales of 51%. A third (33%) said they do not feel professional in their uniform.
- 31% of respondents from Hertfordshire Constabulary feel they look smart in their uniform, while a greater proportion (40%) do not feel they look smart.
- 43% of respondents from Hertfordshire Constabulary feel proud in their uniform, while one in five (21%) respondents said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 60% of respondents from Hertfordshire 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 Hertfordshire 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.
- 36% of respondents from Hertfordshire Constabulary agreed that their uniform affects their relationship with their body.
- 21% respondents from Hertfordshire Constabulary agreed that their uniform affects their mental wellbeing, while 21% also agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 41% of respondents from Hertfordshire Constabulary said they had made a uniform-related complaint.
- For 70% of these complaints, no action was taken.
- 9% of respondents from Hertfordshire Constabulary have taken time off work due to the negative effects of uniform, considerably higher than the national average of 5%.
- Half of respondents (50%) from Hertfordshire 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 Hertfordshire Constabulary included negative attitudes in the force (11%), and worries that taking sick leave would negatively affect work opportunities (10%).

Uniform Impact on Retention and Role Choices

- 13% of respondents from Hertfordshire 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

- 46% of respondents from Hertfordshire Constabulary agreed that there should be a national uniform across England and Wales, while 18% disagreed, and 37% feel neutral.

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

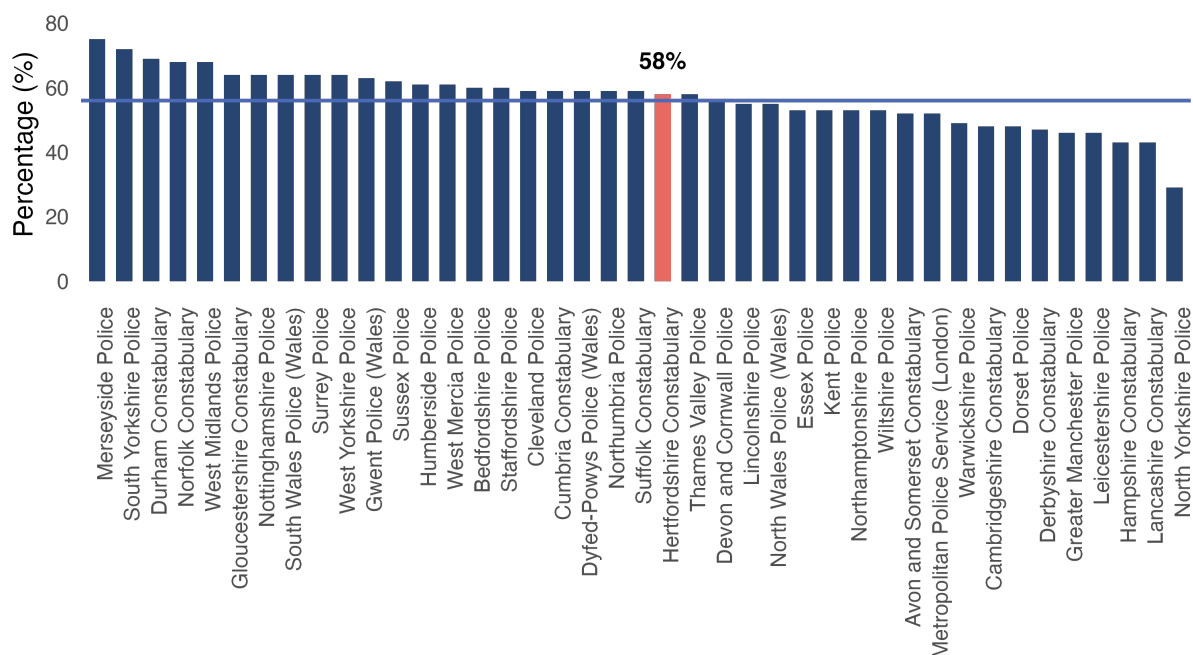


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

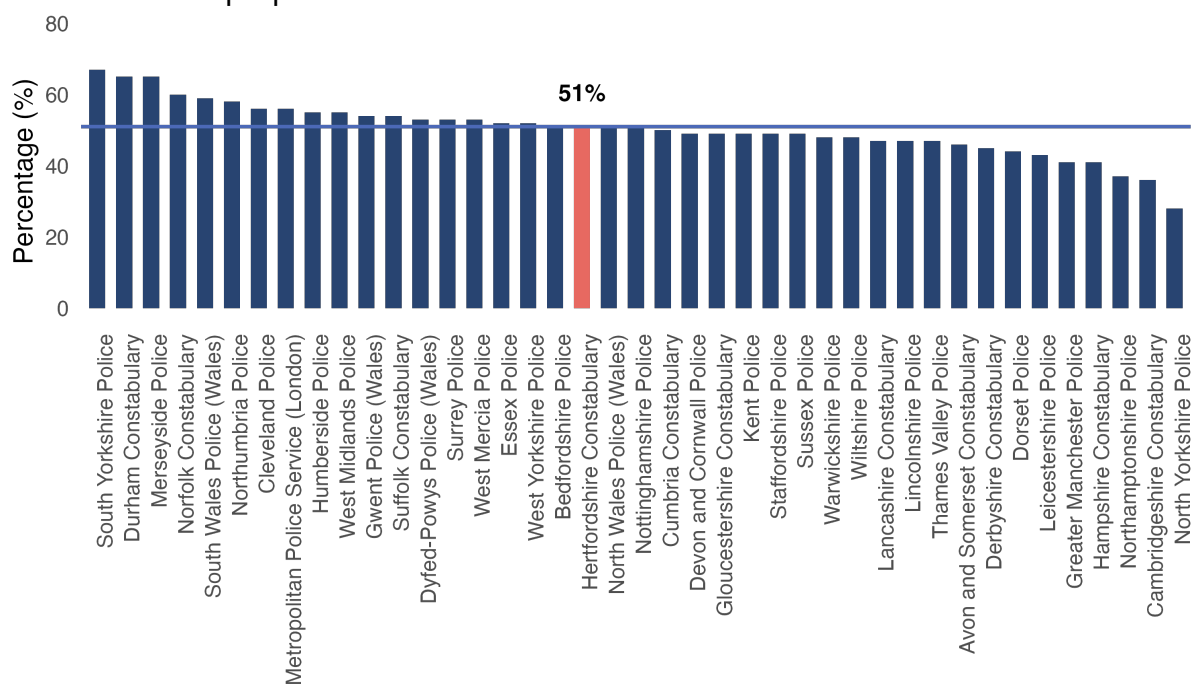


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

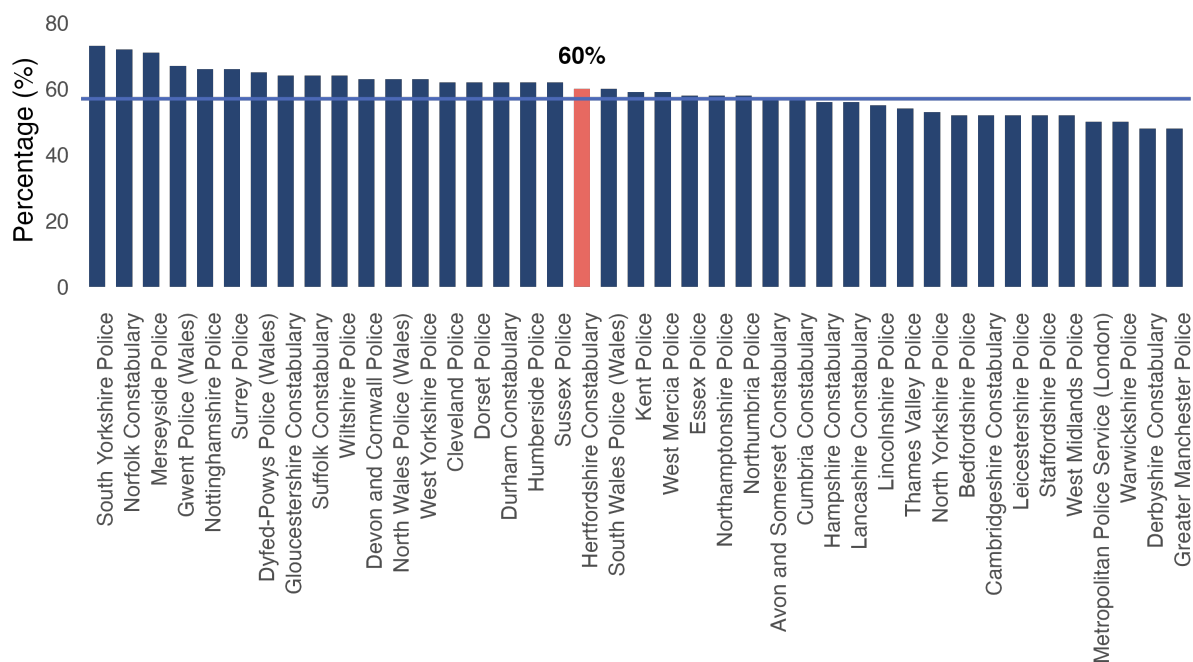


Figure 4: Proportion of uniform-related complaints where no action was taken.

