



## National Uniform & Equipment Survey 2024

# Kent 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 Kent Police<sup>1</sup>. National results and additional information are available in the main report **here**.

### Respondents and Response Rate

- 244 responses were recorded from Kent Police, representing a response rate<sup>2</sup> of approximately 3% (based on March 2024 total police force headcount)<sup>3</sup>.
- 99% of respondents are police officers, and 1% are police staff.
- 20% of respondents identified as female, 59% as male, and 22% did not specify their sex.

### Overall Uniform Experience

- 53% of respondents from Kent Police said their experience of wearing uniform is 'negative' or 'extremely negative', slightly lower than the 56% average across the 43 forces in England and Wales.
- 25% of respondents from Kent Police said their experience is 'positive', while 23% stated they have a 'neutral' experience.
- 40% of respondents from Kent Police said their uniform items interact together 'poorly' or 'very poorly', while 23% said their uniform items interact 'well'.

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<sup>1</sup>Note 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.

<sup>2</sup>Response 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.

<sup>3</sup>Home 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>.

- 35% of respondents said their uniform items do not interact well together with Personal Protective Equipment (PPE), while 23% said their uniform items interact well with their PPE.

## Uniform Functionality and Fit

- Nearly half (49%) of respondents from Kent Police disagreed that their uniform is fit for purpose, while 26% agreed.
- 59% of respondents from Kent Police agreed that their uniform restricts their movement.
- 57% of respondents from Kent Police said their uniform is not good quality, while 58% of respondents from this force said their uniform does not fit well.
- 53% of respondents from Kent Police disagreed that their uniform is durable, while only one in five (20%) agreed.
- 56% of respondents from Kent Police said their uniform is uncomfortable, 22% said they are comfortable in their uniform.
- 73% of respondents from Kent Police disagreed that their uniform keeps them cool in summer, while only 5% agreed.
- 40% of respondents from Kent Police disagreed that their uniform keeps them warm in winter, while 32% agreed. However, 64% disagreed that their uniform is waterproof.

## Uniform Items

- 89% of those who wear general purpose trousers from Kent Police said this item contributes to a negative uniform experience.
- 65% of respondents who wear a softshell fleece and 59% who wear a utility vest from Kent Police said that these items contribute to a negative uniform experience.

- 62% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- Three quarters (75%) of those who wear a polo shirt, and more than half (53%) of those who wear a dress shirt report these items contribute to a negative experience of wearing their uniform.

## Uniform Access and Stores

- 24% of respondents from Kent Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 49% said it is 'difficult' or 'extremely difficult'.
- 60% of respondents from Kent Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 18% said the store was too far to travel to, 10% did not know it was an option, and 9% said it is not an option to visit.
- Among those who had visited a store, 39% reported that items were not available in their size, and 22% said some but not all items were available in their size.
- Most respondents from Kent Police received the items they ordered within three months (43%), 34% received items within weeks, and 15% faced long wait times of three to six months.

## Uniform Cost

- 78% of respondents from Kent Police said disagreed that cost drives uniform decisions, while only 6% disagreed.

## Perception of Uniform

- 60% of respondents from Kent Police feel they look professional in their uniform, higher than the average across England and Wales of 51%. However, 21% said they do not feel professional in their uniform.
- 34% of respondents from Kent Police feel they look smart in their uniform, while 35% said they do not look smart.
- 49% of respondents from Kent Police feel proud in their uniform, while a quarter (25%) said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 59% of respondents from Kent 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, 88% of female respondents from Kent Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 70% of male respondents from this force.
- 38% of respondents from Kent Police agreed that their uniform affects their relationship with their body.
- 17% respondents from Kent Police agreed that uniform affects their mental wellbeing, while one in five (20%) agreed that their emotional wellbeing has been effected due to their uniform.

## Complaints and Sick Leave

- 42% of respondents from Kent Police said they had made a uniform-related complaint.
- For 77% of these complaints, no action was taken.

- 4% of respondents from Kent Police have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 49% of respondents from Kent 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 Kent Police included worries that taking sick leave would negatively affect work opportunities (12%) and negative attitudes in the force (7%).

## **Uniform Impact on Retention and Role Choices**

- 17% of respondents from Kent 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**

- 49% of respondents from Kent 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’.

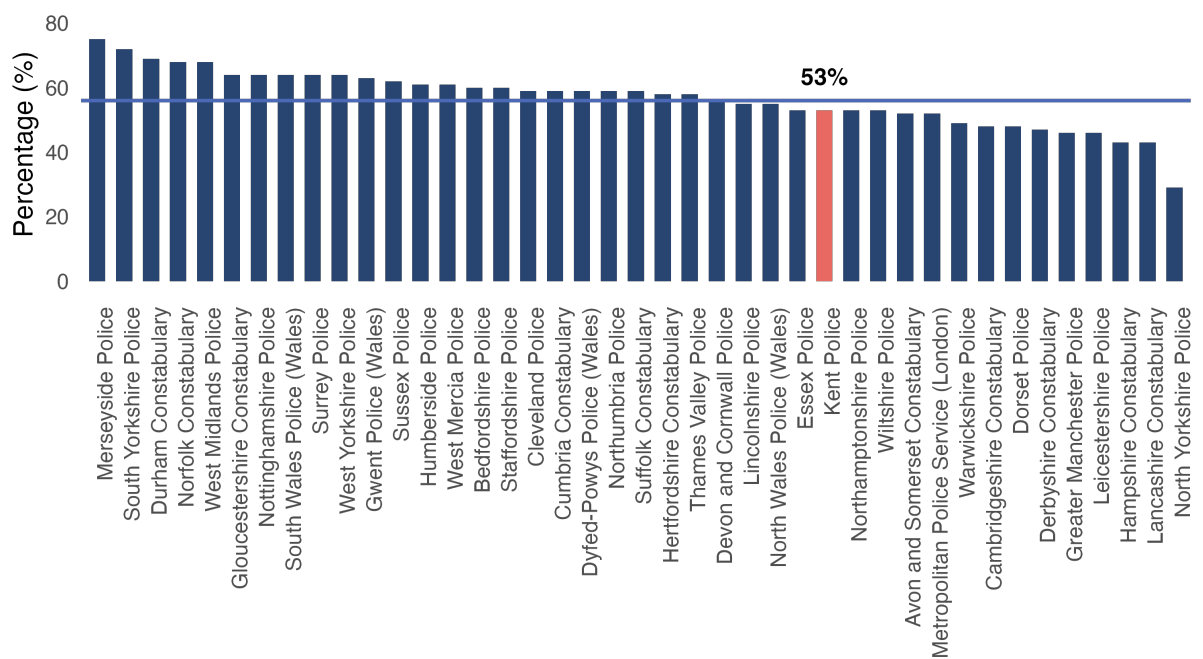


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

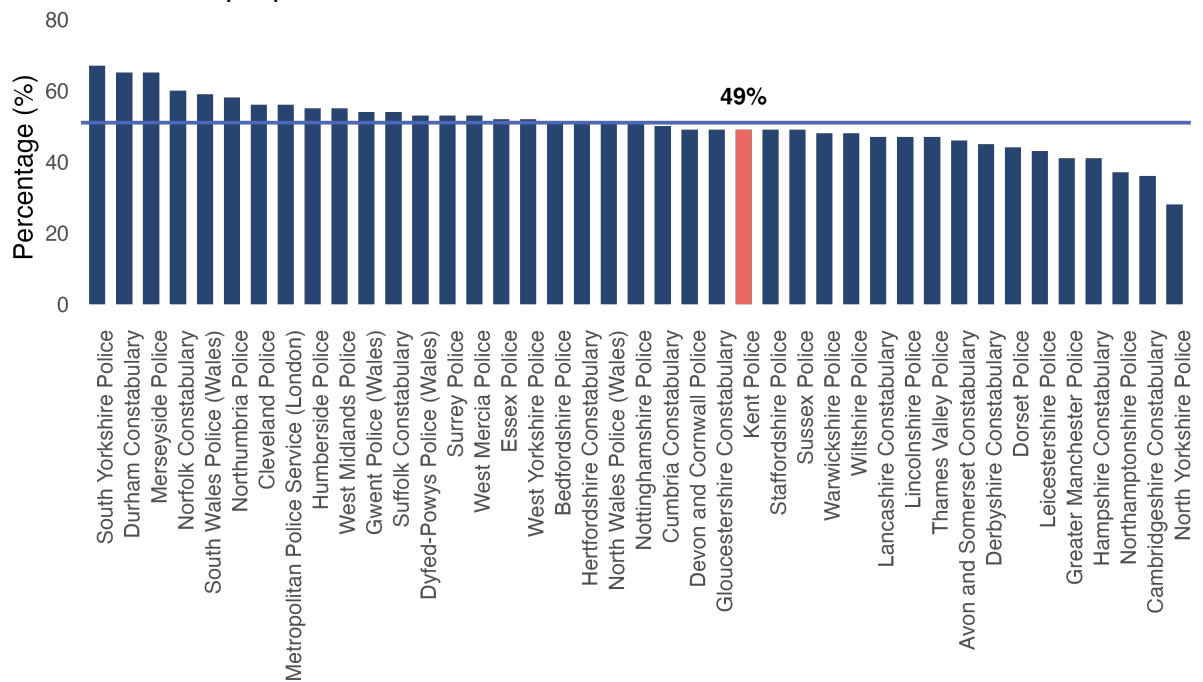


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

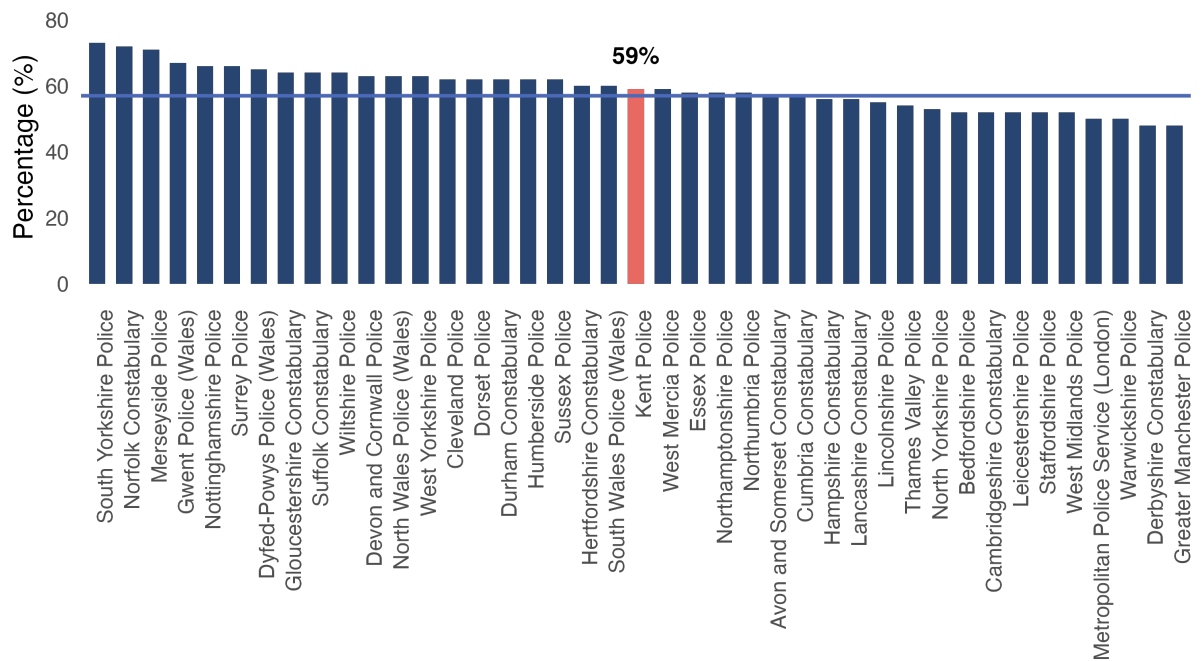


Figure 4: Proportion of uniform-related complaints where no action was taken.

