



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 997 responses were recorded from Merseyside Police, representing a response rate² of approximately 14% (based on March 2024 total police force headcount)³.
- 88% of respondents are police officers, and 12% are police staff.
- 33% of respondents identified as female, 55% as male, and 11% did not specify their sex.

Overall Uniform Experience

- Three quarters (75%) of respondents from Merseyside Police said their experience of wearing uniform is 'negative' or 'extremely negative', significantly higher than the 56% average across the 43 forces in England and Wales.
- Only 11% of respondents from Merseyside Police said their experience is 'positive', while 14% said they have a 'neutral' experience.
- 60% of respondents from Merseyside Police said their uniform items interact together 'poorly' or 'very poorly', while only 9% of respondents said their 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>.

- Half (50%) of respondents reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while only 9% said their uniform items and PPE interact 'well'.

Uniform Functionality and Fit

- 65% of respondents from Merseyside Police disagreed that their uniform is fit for purpose, higher than the average of 51% across England and Wales.
- 76% of respondents from Merseyside Police agreed that their uniform restricts their movement, considerably higher than the 64% average across England and Wales.
- Two thirds (66%) of respondents from Merseyside Police disagreed that their uniform good quality and only 11% agreed, while 71% of respondents from this force said that their uniform does not fit well.
- 61% of respondents from Merseyside Police disagreed that their uniform is durable, while 16% agreed.
- 70% of respondents from Merseyside Police said that their uniform is uncomfortable, while only 11% of respondents said that they are comfortable in their uniform.
- 81% of respondents from Merseyside Police disagreed that their uniform keeps them cool in summer, while only 5% agreed.
- 48% of respondents from Merseyside Police disagreed that their uniform keeps them warm in winter, while 69% disagreed that their uniform is waterproof.

Uniform Items

- 82% of respondents from Merseyside Police reported wearing cargo trousers. Of these respondents, 83% said this item contributes negatively to their experience of wearing uniform, considerably higher than the national average of 69%.

- 86% of respondents from Merseyside Police reported wearing a dress shirt. Of these respondents, 78% said this item contributes negatively to their uniform experience.
- 67% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 55% of those who wear a utility belt from Merseyside Police said this item contributes negatively to their uniform experience, while 54% of those who wear the all-climate shirt and 51% who wear the micro-fleece said the same.
- 53% of respondents who wear a bowler hat and 46% who wear a patrol helmet from Merseyside Police said that these items contribute to a negative uniform experience.

Uniform Access and Stores

- One in five (19%) respondents from Merseyside Police said that obtaining new uniform items is 'easy' or 'extremely easy', however two thirds of respondents (66%) said it is 'difficult' or 'extremely difficult'.
- 26% of respondents from Merseyside Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 37% said it is not an option to visit, 22% did not know it was an option, and 11% said they are not allowed to visit.
- Among those who had visited a store, 40% 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 Merseyside Police received the items they ordered within three months (35%) or within weeks (26%), while 25% faced long wait times of three to six months, and 11% waited six months or longer.

Uniform Cost

- 81% of respondents from Merseyside Police agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 61% of respondents from Merseyside Police feel they look professional in their uniform, higher than the average across England and Wales of 51%. However, 16% said they do not feel professional in their uniform.
- 53% of respondents from Merseyside Police feel they look smart in their uniform, while 21% feel they do not look smart.
- 48% of respondents from Merseyside Police feel proud in their uniform, while 16% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 71% of respondents from Merseyside 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. This is considerably higher than the 57% average reported across England and Wales.
- Among those who provided their sex, 91% of female respondents from Merseyside Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 73% of male respondents from this force.
- 45% of respondents from Merseyside Police agreed that their uniform affects their relationship with their body.
- 23% respondents from Merseyside Police agreed that their uniform affects their mental wellbeing, while a quarter of respondents (25%) agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 46% of respondents from Merseyside Police said they had made a uniform-related complaint.
- For 65% of these complaints, no action was taken.
- 4% of respondents from Merseyside Police have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 60% of respondents from Merseyside 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 Merseyside Police included worries that taking sick leave would negatively affect work opportunities (12%), negative attitudes in the force (9%) or a lack of perceived empathy from line managers (6%).

Uniform Impact on Retention and Role Choices

- 16% of respondents from Merseyside 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

- 43% of respondents from Merseyside Police agreed that there should be a national uniform across England and Wales, while 22% disagreed, and 35% feel neutral.

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

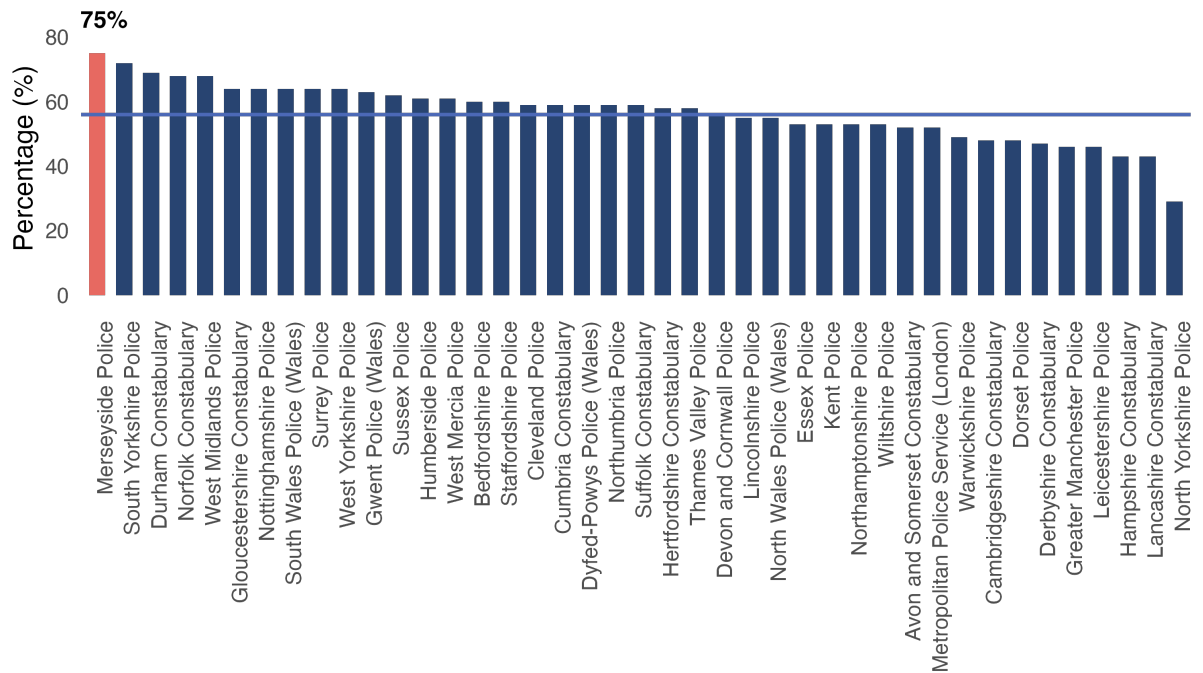


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

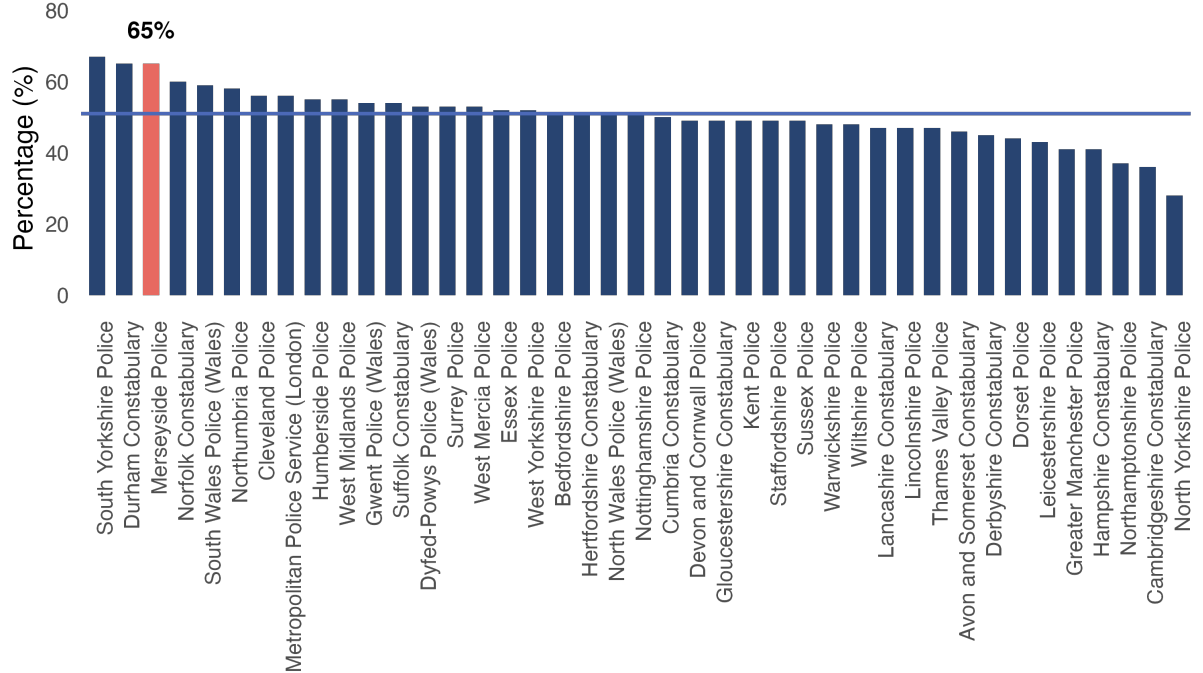


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

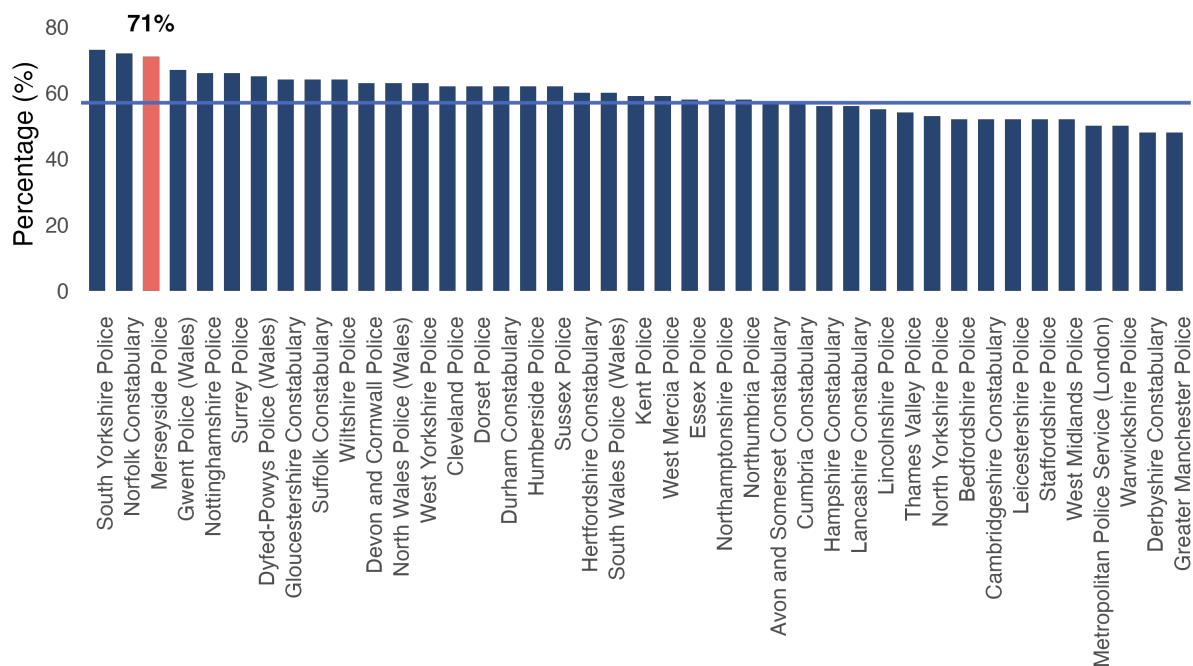


Figure 4: Proportion of uniform-related complaints where no action was taken.

