



## National Uniform & Equipment Survey 2024

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

### Respondents and Response Rate

- 597 responses were recorded from North Yorkshire Police, representing a response rate<sup>2</sup> of approximately 18% (based on March 2024 total police force headcount)<sup>3</sup>.
- 77% of respondents are police officers, and 23% are police staff.
- 32% of respondents identified as female, 51% as male, and 17% did not specify their sex.

### Overall Uniform Experience

- 29% of respondents from North Yorkshire Police said their experience of wearing uniform is 'negative' or 'extremely negative', significantly lower than the 56% average across the 43 forces in England and Wales.
- 44% of respondents from North Yorkshire Police said their experience is 'positive', while 27% stated that they have a 'neutral' experience.
- 24% of respondents from North Yorkshire Police said their uniform items interact together 'poorly' or 'very poorly', while 22% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE).

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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>.

## Uniform Functionality and Fit

- 28% of respondents from North Yorkshire Police disagreed that their uniform is fit for purpose significantly lower than the 51% average across England and Wales.
- Half (50%) of the respondents from North Yorkshire Police agreed that their uniform restricts their movement.
- 45% of respondents from North Yorkshire Police said their uniform is not good quality, while 36% of respondents from this force said their uniform does not fit well.
- 36% of respondents from North Yorkshire Police disagreed that their uniform is durable, while 38% agreed.
- 39% of respondents from North Yorkshire Police said their uniform is uncomfortable, while 38% said that they are comfortable in their uniform.
- 69% of respondents from North Yorkshire Police disagreed that their uniform keeps them cool in summer, while only 13% agreed.
- 45% of respondents from North Yorkshire Police agreed that their uniform keeps them warm in winter, while a third (33%) disagreed. However, 56% disagreed that their uniform is waterproof.

## Uniform Items

- 39% of respondents from North Yorkshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 38% of respondents said it is 'difficult' or 'extremely difficult'.
- 53% of respondents who wear general purpose trousers from North Yorkshire Police said that this item contributes to a negative uniform experience.
- 51% of respondents who wear a flat cap from North Yorkshire Police said that this item contributes to a negative uniform experience.

- 51% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while ballistic body armour was identified as problematic for 65% of wearers.

## Uniform Access and Stores

- 73% of respondents from North Yorkshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 16% said the store was too far to travel to, 5% did not know it was an option, and 4% said it is not an option to visit.
- Among those who had visited a store, 21% reported that items were not available in their size, and 23% said some but not all items were available in their size.
- Most respondents from North Yorkshire Police received the items they ordered within weeks (43%), 37% received items within three months, 5% received items within days, and 10% faced long wait times of three to six months.

## Uniform Cost

- 70% of respondents from North Yorkshire Police agreed that cost drives uniform decisions, while only 6% disagreed.

## Perception of Uniform

- 64% of respondents from North Yorkshire Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, 18% said they do not feel professional in their uniform.
- 48% of respondents from North Yorkshire Police feel they look smart in their uniform, while 27% feel they do not look smart.

- 52% of respondents from North Yorkshire Police feel proud in their uniform, while 18% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 53% of respondents from North Yorkshire 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, 79% of female respondents from North Yorkshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 54% of male respondents from this force.
- 32% of respondents from North Yorkshire Police said that their uniform affects their relationship with their body.
- 10% respondents from North Yorkshire Police agreed that their uniform affects their mental wellbeing, while 15% agreed that their emotional wellbeing has been effected.

## Complaints and Sick Leave

- 24% of respondents from North Yorkshire Police said they had made a uniform-related complaint.
- For 59% of these complaints, no action was taken.
- 4% of respondents from North Yorkshire Police have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 39% of respondents from North Yorkshire 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 North Yorkshire Police included negative attitudes in the force (11%), and worries that taking sick leave would negatively affect work opportunities (7%).

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

- 10% of respondents from North Yorkshire 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**

- 46% of respondents from North Yorkshire Police agreed that there should be a national uniform across England and Wales, while 22% disagreed, and 33% feel neutral.

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

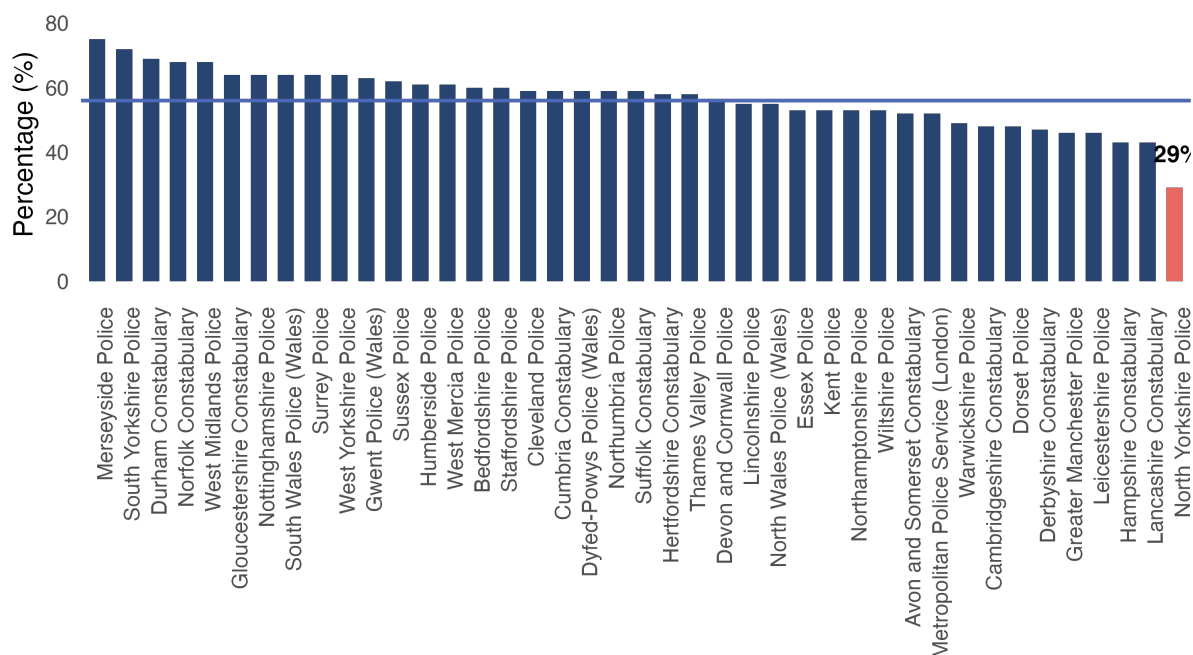


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

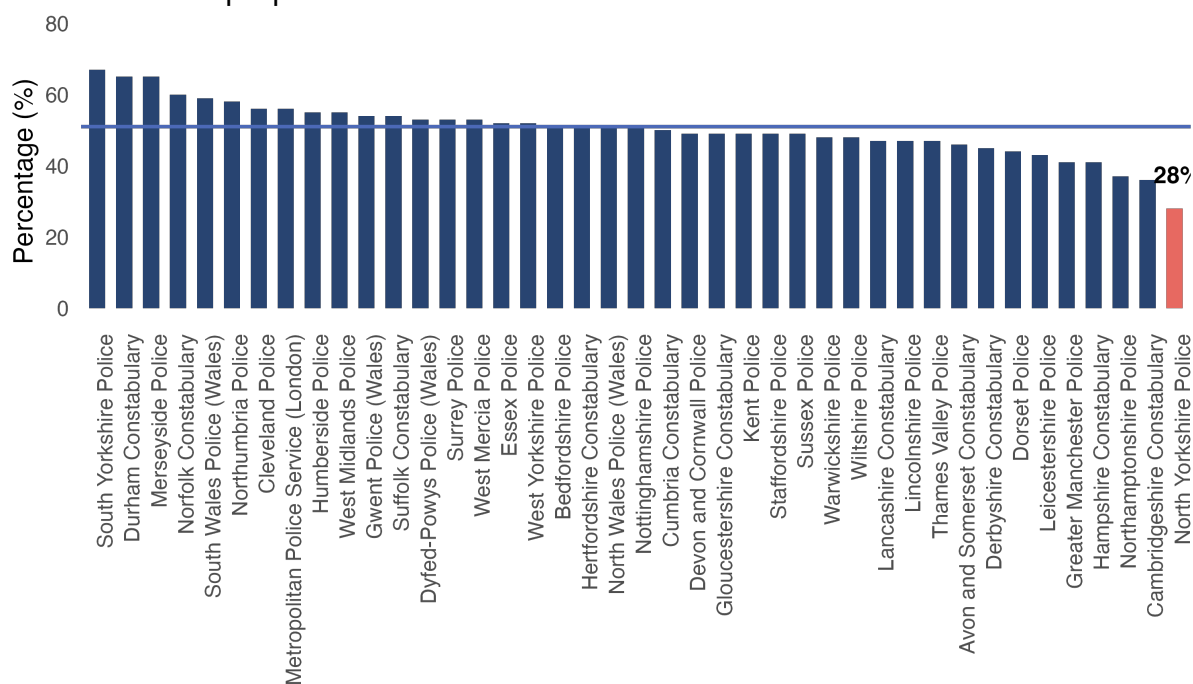


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

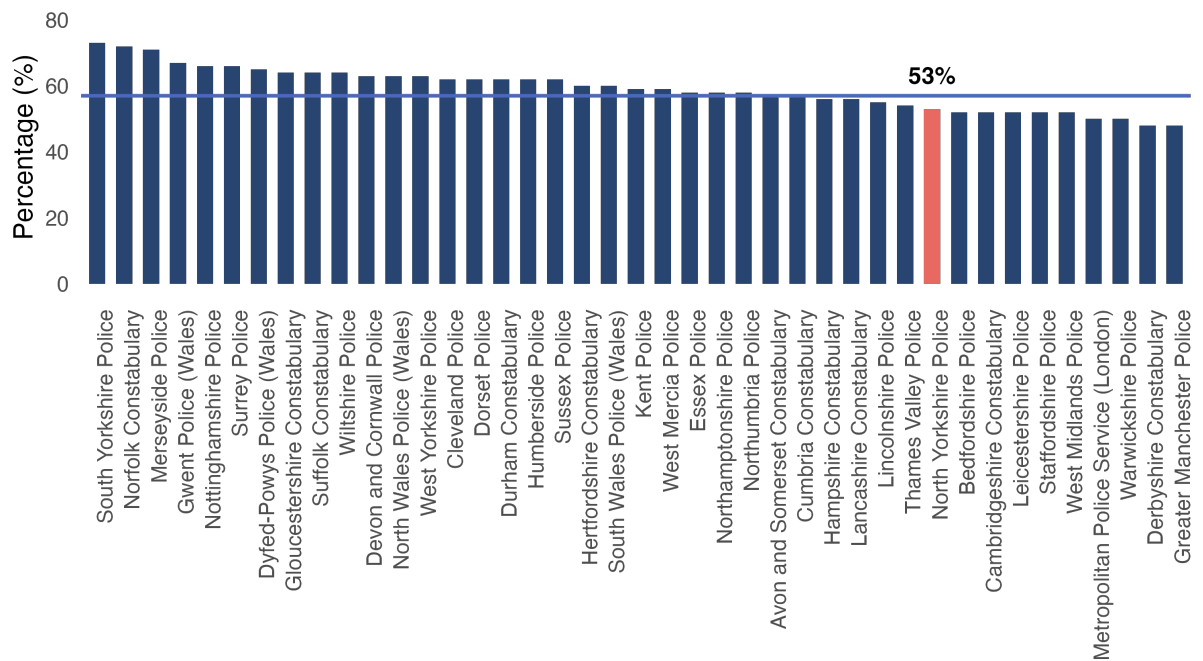


Figure 4: Proportion of uniform-related complaints where no action was taken.

