



## National Uniform & Equipment Survey 2024

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

### Respondents and Response Rate

- 219 responses were recorded from Northamptonshire Police, representing a response rate<sup>2</sup> of approximately 8% (based on March 2024 total police force headcount)<sup>3</sup>.
- 82% of respondents are police officers, and 18% are police staff.
- 39% of respondents identified as female, 46% as male, and 15% did not specify their sex.

### Overall Uniform Experience

- 53% of respondents from Northamptonshire 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.
- 21% of respondents from Northamptonshire Police said their experience is 'positive', while 26% stated they have a 'neutral' experience.
- 29% of respondents from Northamptonshire Police said their uniform items interact together 'poorly' or 'very poorly', while 16% said their uniform items interact 'well'.

---

<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>.

- 27% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 26% said their uniform and PPE interact 'well'.

## Uniform Functionality and Fit

- 37% of respondents from Northamptonshire Police disagreed that their uniform is fit for purpose.
- 68% of respondents from Northamptonshire Police agreed that their uniform restricts their movement, higher than the 64% average.
- 57% of respondents from Northamptonshire Police said their uniform is not good quality, while 61% of respondents from this force said their uniform does not fit well.
- 40% of respondents from Northamptonshire Police disagreed that their uniform is durable, while 34% agreed.
- 61% of respondents from Northamptonshire Police said their uniform is uncomfortable, while only one in five (20%) said they are comfortable in their uniform.
- 72% of respondents from Northamptonshire Police disagreed that their uniform keeps them cool in summer, while only 9% agreed.
- 40% of respondents from Northamptonshire Police disagreed that their uniform keeps them warm in winter. Two thirds of respondents (66%) disagreed that their uniform is waterproof.

## Uniform Items

- 79% of respondents from Northamptonshire Police reported wearing cargo trousers. Of these respondents, three quarters (76%) said that this item contributes negatively to their experience of wearing uniform, considerably higher than the national average of 69%.

- 48% of those who wear general purpose trousers from Northamptonshire Police said that this item contributes to a negative uniform experience.
- 65% of respondents who wear a polo shirt from Northamptonshire Police report that this item contributes to a negative uniform experience.
- 55% of respondents who wear a bowler hat and 44% who wear a utility vest from Northamptonshire Police said that these items contribute to a negative uniform experience.
- 44% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

## Uniform Access and Stores

- One in five (21%) respondents from Northamptonshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while two thirds (66%) of respondents said it is 'difficult' or 'extremely difficult'.
- 72% of respondents from Northamptonshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 13% said they are not allowed to visit, 7% did not know it was an option, and 7% said it is not an option to visit.
- Among those who had visited a store, 24% reported that items were not available in their size, and 21% said some but not all items were available in their size.
- Most respondents from Northamptonshire Police received the items they ordered within weeks (55%), 21% received items within three months, and 13% received items within days.

## Uniform Cost

- Three quarters (75%) of respondents from Northamptonshire Police agreed that cost drives uniform decisions, while only 5% disagreed.

## Perception of Uniform

- 59% of respondents from Northamptonshire Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, one in five (21%) said they do not feel professional in their uniform.
- 41% of respondents from Northamptonshire Police feel they look smart in their uniform, while 27% feel they do not look smart.
- 55% of respondents from Northamptonshire Police feel proud in their uniform, while 27% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 58% of respondents from Northamptonshire 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, 84% of female respondents from Northamptonshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 55% of male respondents from this force.
- 35% of respondents from Northamptonshire Police said that their uniform affects their relationship with their body.
- 15% respondents from Northamptonshire Police agreed that their uniform affects their mental wellbeing, while 18% agreed that their emotional wellbeing has been effected.

## Complaints and Sick Leave

- 30% of respondents from Northamptonshire Police said they had made a uniform-related complaint.
- For 60% of these complaints, no action was taken.
- 5% of respondents from Northamptonshire Police have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- 45% of respondents from Northamptonshire 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 Northamptonshire Police included negative attitudes in the force (9%), while one in ten (10%) respondents had concerns that taking time off would negatively affect work opportunities.

## Uniform Impact on Retention and Role Choices

- 8% of respondents from Northamptonshire 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

- 48% of respondents from Northamptonshire Police agreed that there should be a national uniform across England and Wales, while 20% disagreed, and 32% feel neutral.

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

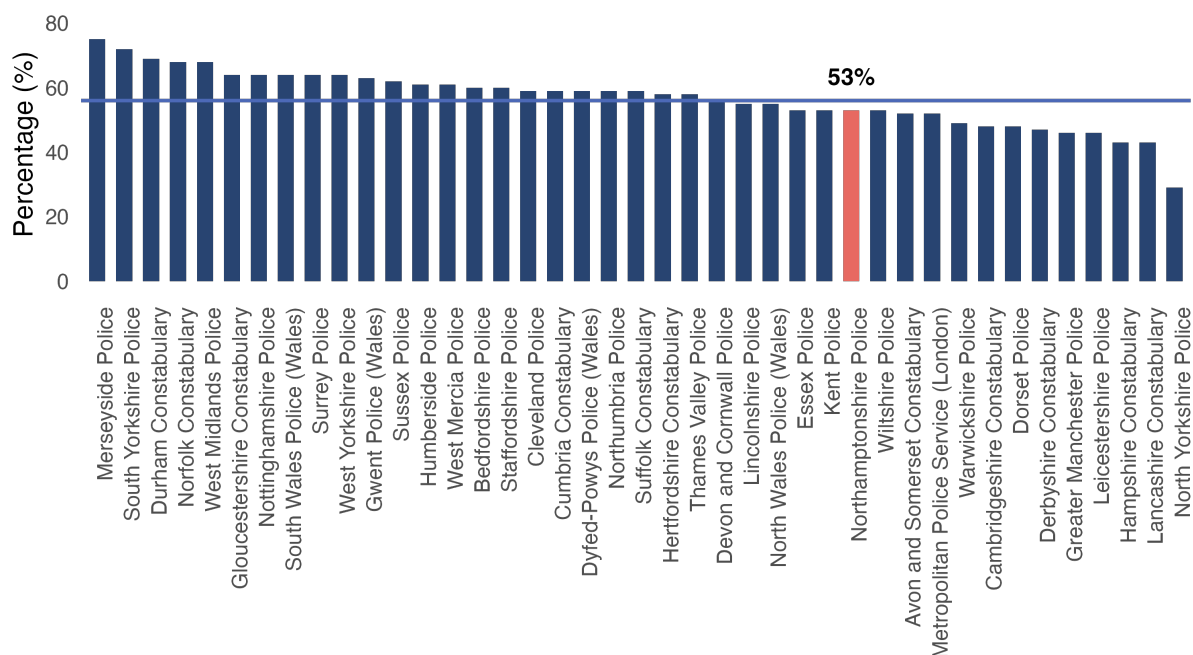


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

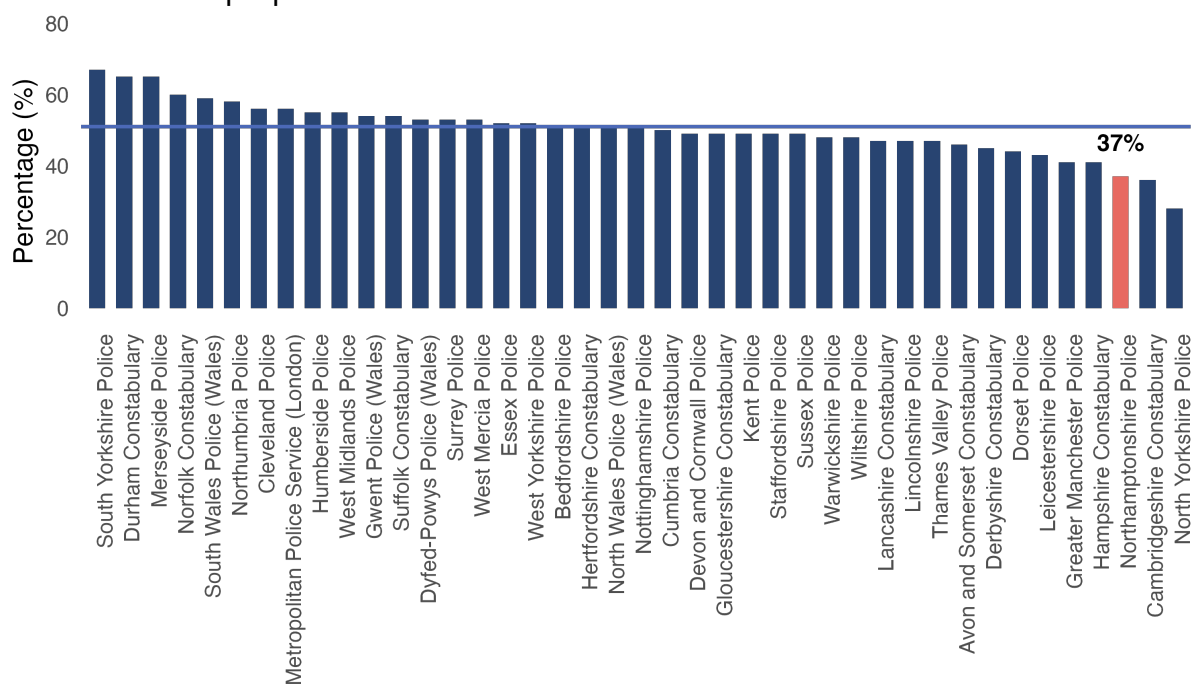


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

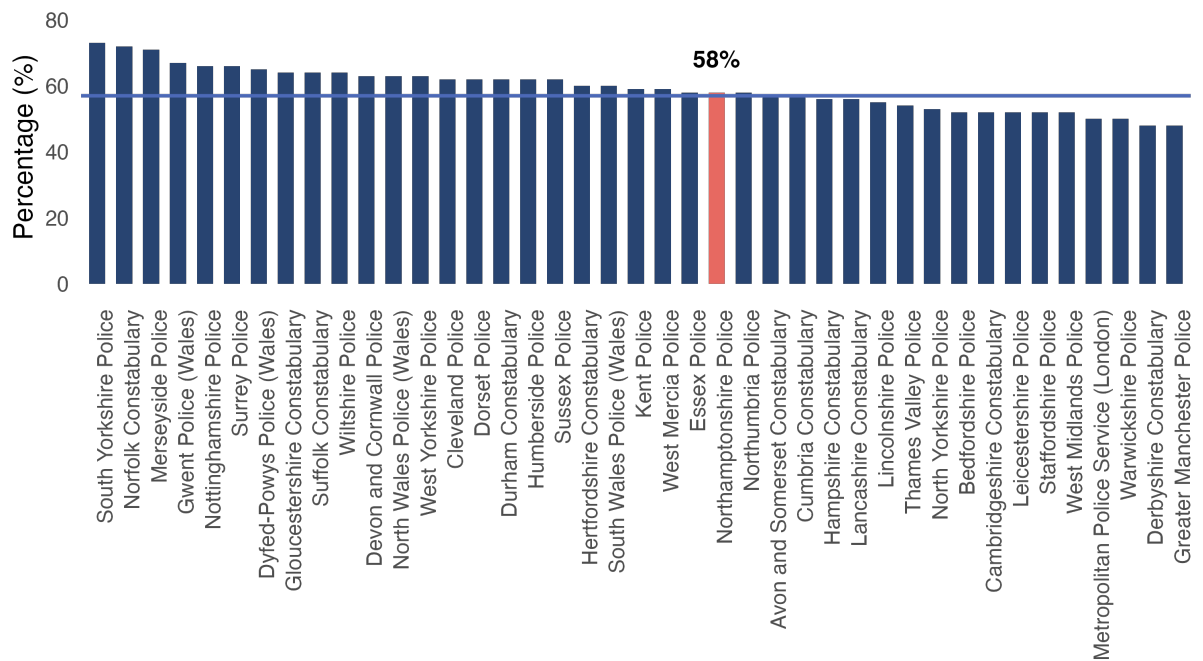


Figure 4: Proportion of uniform-related complaints where no action was taken.

