



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 160 responses were recorded from Staffordshire Police, representing a response rate² of approximately 4% (based on March 2024 total police force headcount)³.
- 68% of respondents are police officers, and 32% are police staff.
- 29% of respondents identified as female, 51% as male, and 20% did not specify their sex.

Overall Uniform Experience

- 60% of respondents from Staffordshire Police 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 Staffordshire Police said that their experience is 'positive', while 21% stated they have a 'neutral' experience.
- 41% of respondents from Staffordshire Police said their uniform items interact together 'poorly' or 'very poorly', while 19% 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>.

- 27% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), compared to 22% who said that their uniform items and PPE interact 'well'.

Uniform Functionality and Fit

- Nearly half (49%) of respondents from Staffordshire Police do not believe that their uniform is fit for purpose.
- 55% of respondents from Staffordshire Police agreed that their uniform restricts their movement.
- 55% of respondents from Staffordshire Police disagreed that their uniform is good quality, while 60% of respondents from this force said that their uniform does not fit well.
- 40% of respondents from Staffordshire Police disagreed that their uniform is durable, while 37% agreed.
- 57% of respondents from Staffordshire Police said their uniform is uncomfortable, while 23% said they are comfortable in their uniform.
- 74% of respondents from Staffordshire Police disagreed that their uniform keeps them cool in summer, while only 6% agreed.
- 44% of respondents from Staffordshire Police disagreed that their uniform keeps them warm in winter, and 55% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 66% of respondents from Staffordshire Police reported wearing cargo trousers. Of these respondents, 78% said this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.

- 77% of respondents who wear general purpose trousers from Staffordshire Police said this item contributes to a negative uniform experience, while 54% of those who wear combat trousers said the same.
- 60% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while all of the respondents who wear ballistic body armour said the same.
- 59% of respondents who wear a bowler hat from Staffordshire Police said this item contributes to a negative experience wearing uniform.

Uniform Access and Stores

- Only 13% of respondents from Staffordshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while the majority (62%) of respondents said it is 'difficult' or 'extremely difficult'.
- 69% of respondents from Staffordshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 9% did not know it was an option, 6% said it is not an option to visit, and 9% said they are not allowed to visit.
- Among those who had visited a store, 30% reported that items were not available in their size, and 32% said some but not all items were available in their size.
- Most respondents from Staffordshire Police received the items they ordered within weeks (44%), 27% received items within three months, and 13% received items within days.

Uniform Cost

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

Perception of Uniform

- 55% of respondents from Staffordshire Police feel professional in their uniform, slightly higher than the average across England and Wales of 51%. However, more than one in five (22%) said they do not feel professional in their uniform.
- 45% of respondents from Staffordshire Police feel they look smart in their uniform, while 32% feel they do not look smart.
- 54% of respondents from Staffordshire Police feel proud in their uniform, while 22% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 52% of respondents from Staffordshire 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, 83% of female respondents from Staffordshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 52% of male respondents from this force.
- 34% of respondents from Staffordshire Police agreed that their uniform affects their relationship with their body.
- 9% respondents from Staffordshire Police agreed that their uniform affects their mental wellbeing, while 16% said their emotional wellbeing has been effected.

Complaints and Sick Leave

- 41% of respondents from Staffordshire Police said they had made a uniform-related complaint.
- For 70% of these complaints, no action was taken.

- 2% of respondents from Staffordshire Police have taken time off work due to the negative effects of uniform, lower than the national average of 5%.
- 47% of respondents from Staffordshire 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 Staffordshire Police included previous negative experiences disclosing uniform-related issues (6%), worries that taking sick leave would negatively affect work opportunities (4%), negative attitudes in the force (4%), and a perceived lack of empathy from line managers (4%).

Uniform Impact on Retention and Role Choices

- 14% of respondents from Staffordshire 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

- 53% of respondents from Staffordshire Police agreed that there should be a national uniform across England and Wales, while 19% disagreed, and 28% feel neutral.

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

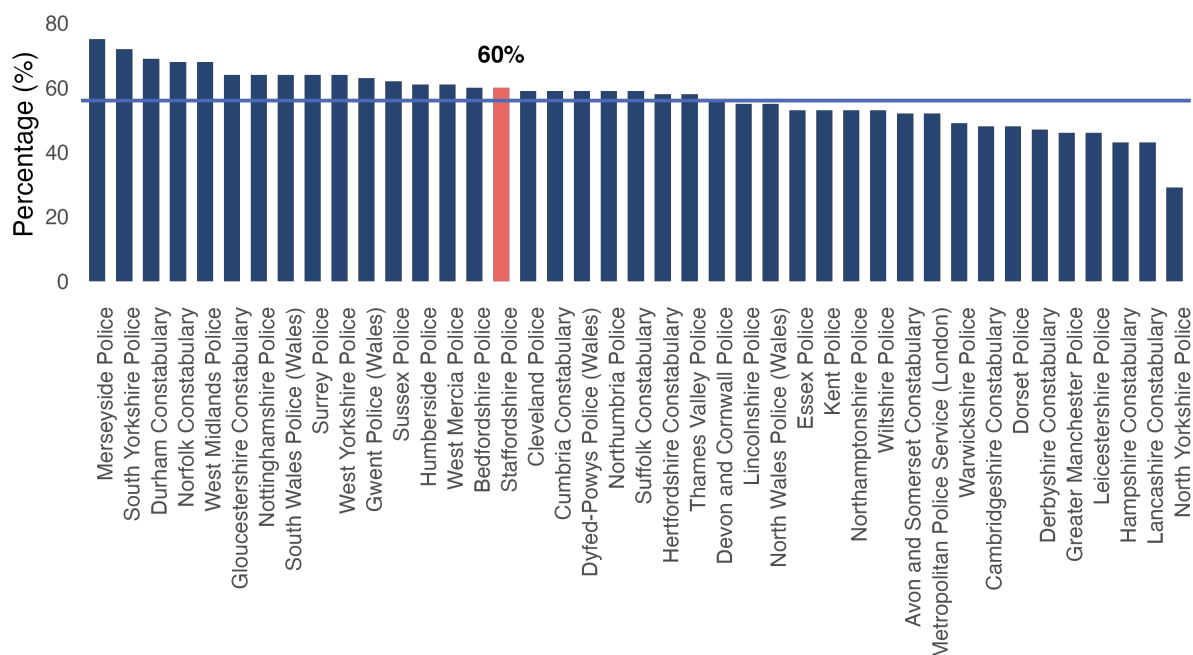


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

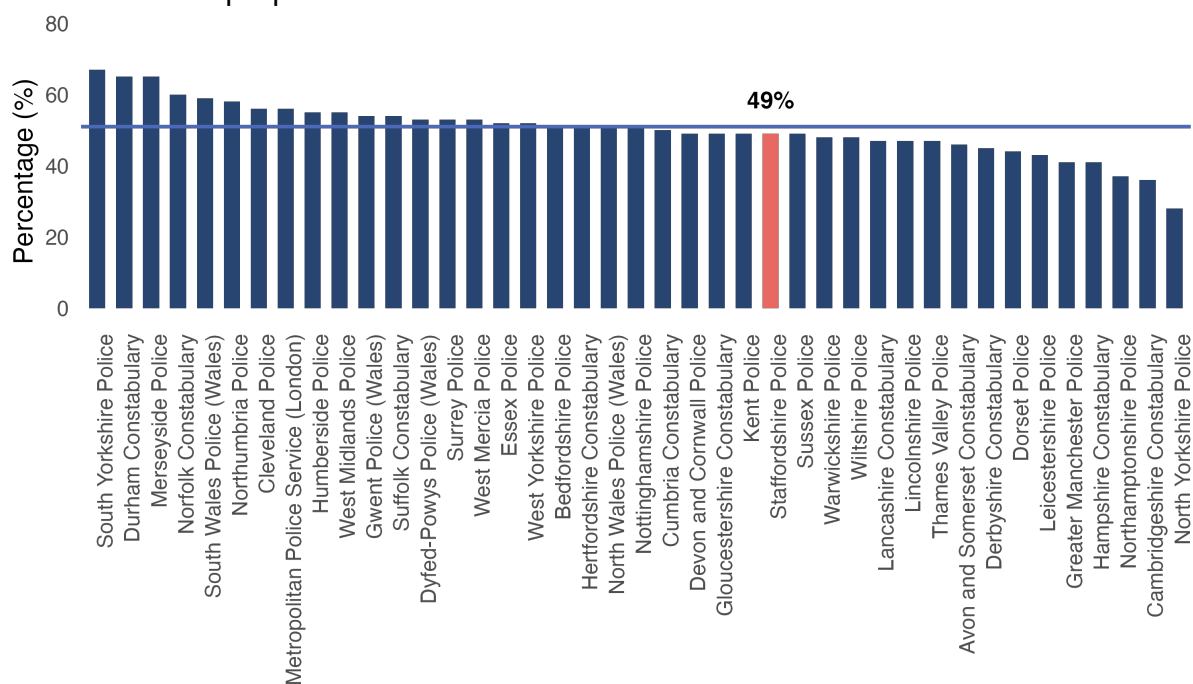


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

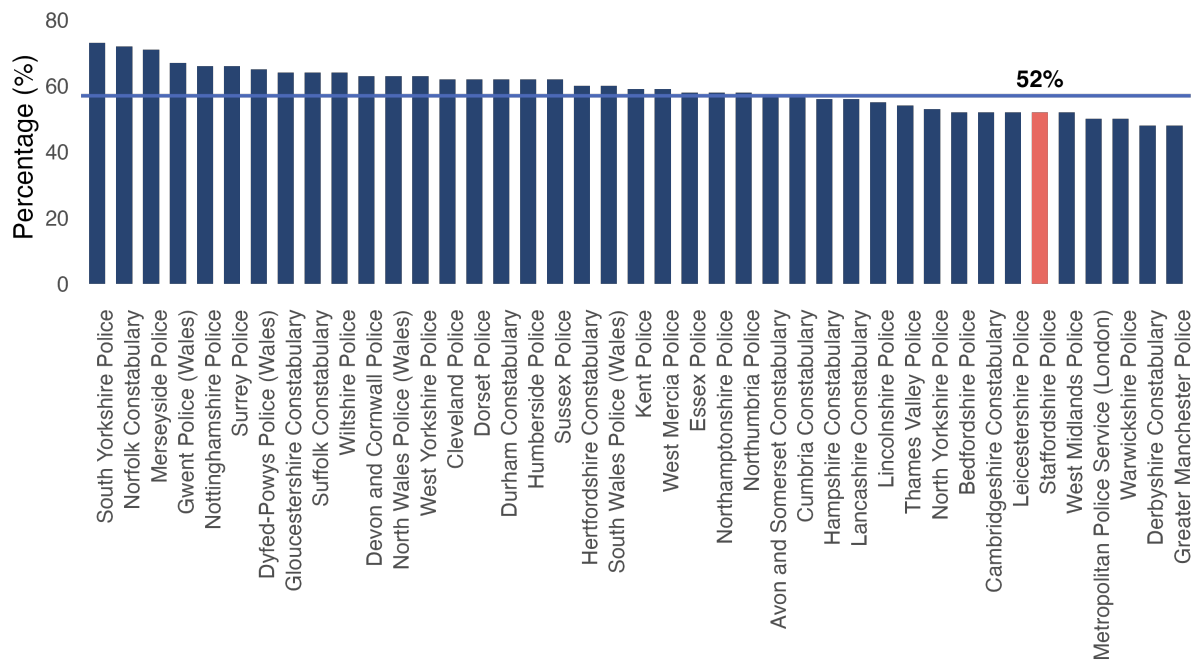


Figure 4: Proportion of uniform-related complaints where no action was taken.

