



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 259 responses were recorded from Wiltshire Police, representing a response rate² of approximately 10% (based on March 2024 total police force headcount)³.
- 81% of respondents are police officers, and 19% are police staff.
- 36% of respondents identified as female, 49% as male, and 15% did not specify their sex.

Overall Uniform Experience

- 53% of respondents from Wiltshire 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.
- 22% of respondents from Wiltshire Police said their experience is 'positive', while 25% stated they have a 'neutral' experience.
- A third (33%) of respondents from Wiltshire Police said their uniform items interact together 'poorly' or 'very poorly', while 21% 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>.

- 28% of respondents reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while a quarter (25%) of respondents said their uniform items and PPE interact 'well'.

Uniform Functionality and Fit

- 48% of respondents from Wiltshire Police disagreed that their uniform is fit for purpose.
- 68% of respondents from Wiltshire Police agreed that their uniform restricts their movement, while only 12% disagreed.
- Over half (52%) of respondents from Wiltshire Police said their uniform is not good quality, while 51% of respondents from this force said that their uniform does not fit well.
- 39% of respondents from Wiltshire Police disagreed that their uniform is durable, while 31% agreed.
- 55% of respondents from Wiltshire Police said their uniform is uncomfortable, while only 23% said they are comfortable in their uniform.
- 85% of respondents from Wiltshire Police disagreed that their uniform keeps them cool in summer, while only 6% agreed.
- 39% of respondents from Wiltshire Police agreed that their uniform keeps them warm in winter compared to 37% who disagreed. The majority (58%) of respondents disagreed that their uniform is waterproof.

Uniform Items

- 69% of respondents from Wiltshire Police reported wearing cargo trousers. Of these respondents, 67% said this item contributes negatively to their experience of wearing uniform.

- 61% of those who wear general purpose trousers from Wiltshire Police said this item contributes to a negative uniform experience.
- 67% of respondents who wear a bowler hat and 62% of respondents who wear a dress shirt from Wiltshire Police said that these items contribute to a negative uniform experience.
- 59% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 49% of respondents who wear a utility vest and 47% of respondents who wear patrol boots report that these items contribute to a negative uniform experience.

Uniform Access and Stores

- 42% of respondents from Wiltshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 41% of respondents said it is 'difficult' or 'extremely difficult'.
- 87% of respondents from Wiltshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 5% said the store was too far to travel to, 4% did not know it was an option, and 3% said it is not an option to visit.
- Among those who had visited a store, 26% reported that items were not available in their size, 20% said some but not all items were available in their size, and 54% could access the items required in store.
- Most respondents from Wiltshire Police received the items they ordered within weeks (42%), 33% received items within days, and 15% received items within three months.

Uniform Cost

- 74% of respondents from Wiltshire Police agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 54% of respondents from Wiltshire Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, 23% said they do not feel professional in their uniform.
- 40% of respondents from Wiltshire Police feel they look smart in their uniform, while 31% said they do not look smart.
- 57% of respondents from Wiltshire Police feel proud in their uniform, while 15% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 64% of respondents from Wiltshire 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, 87% of female respondents from Wiltshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 68% of male respondents from this force.
- 44% of respondents from Wiltshire Police said that their uniform affects their relationship with their body.
- 16% respondents from Wiltshire Police agreed that their uniform affects their mental wellbeing, while 18% agreed that their emotional wellbeing has been affected.

Complaints and Sick Leave

- A third (33%) of respondents from Wiltshire Police said they had made a uniform-related complaint.
- For 63% of these complaints, no action was taken.
- 7% of respondents from Wiltshire Police have taken time off work due to the negative effects of uniform, higher than the national average of 5%.
- 48% of respondents from Wiltshire 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 Wiltshire Police included negative attitudes in the force (8%), worries that taking sick leave would negatively affect work opportunities (6%), and a lack of perceived empathy from line managers (4%).

Uniform Impact on Retention and Role Choices

- 13% of respondents from Wiltshire 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 Wiltshire Police agreed that there should be a national uniform across England and Wales, while 18% disagreed, and 29% feel neutral.

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

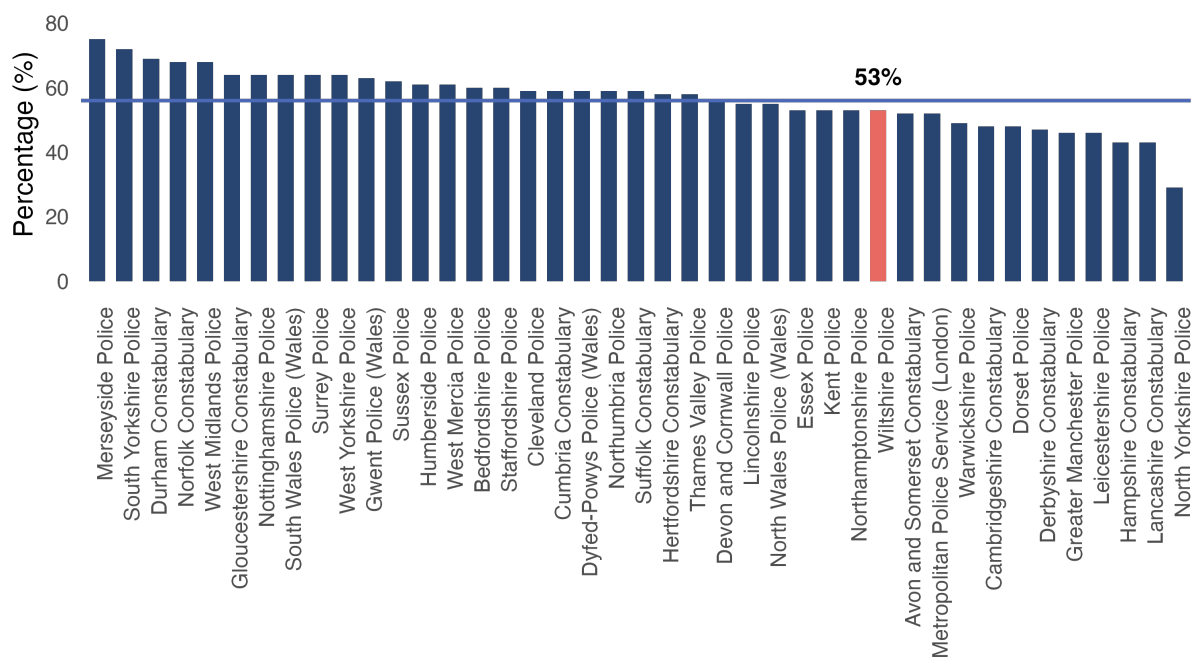


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

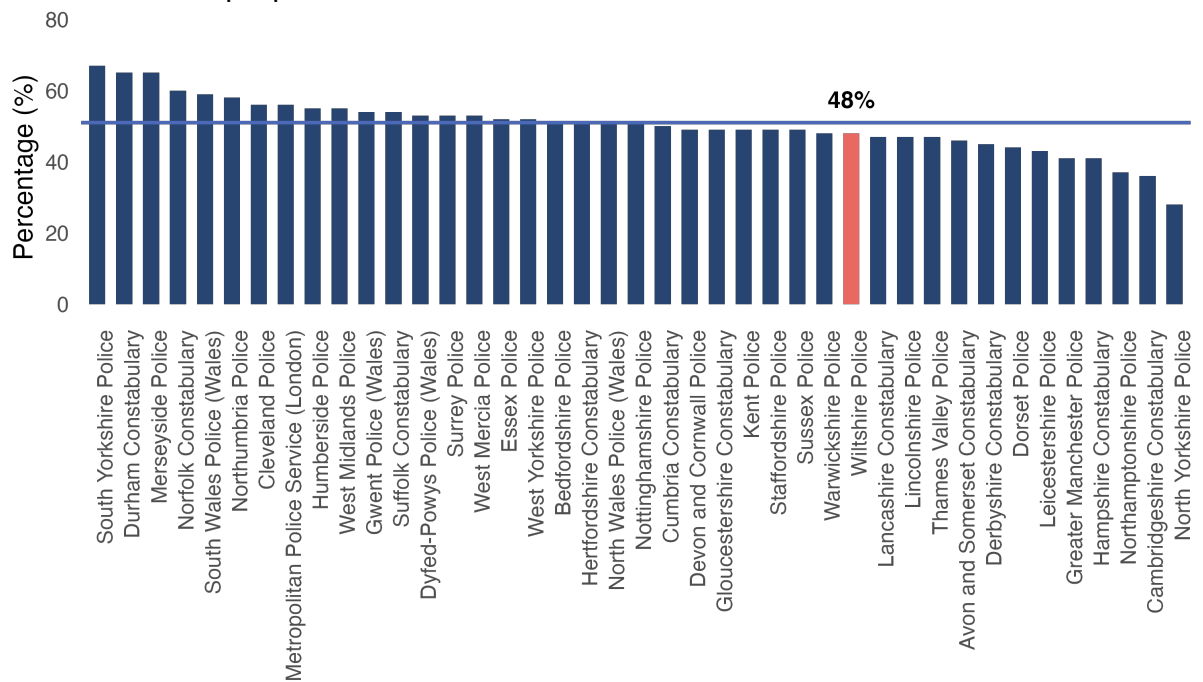


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

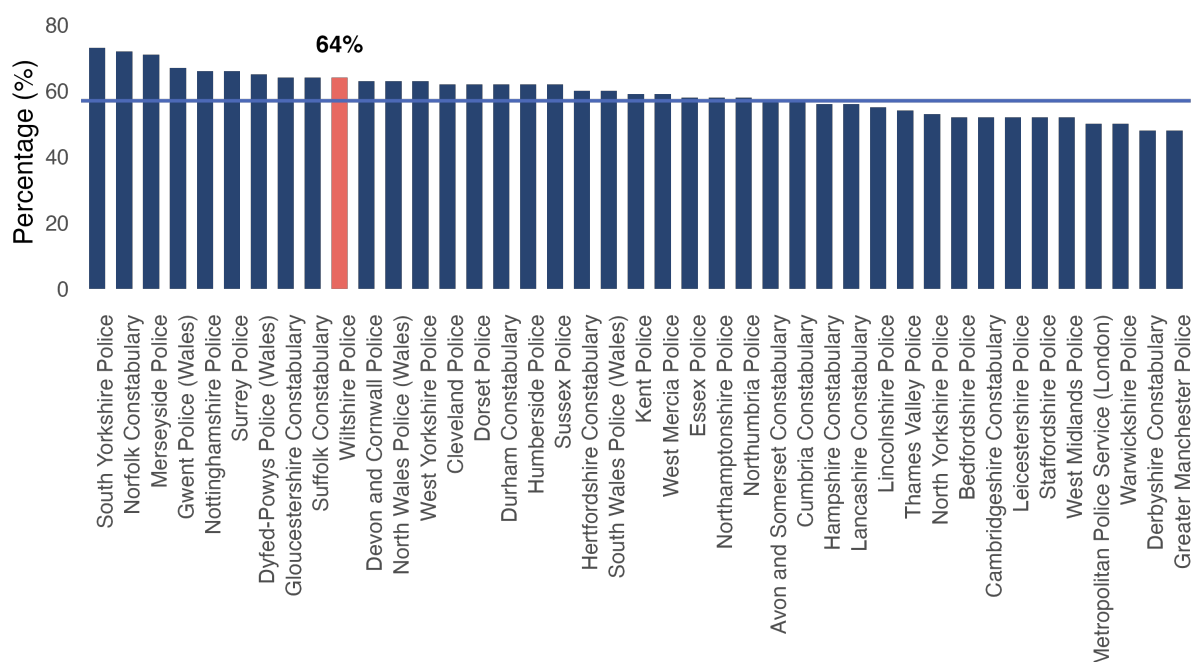


Figure 4: Proportion of uniform-related complaints where no action was taken.

