



## National Uniform & Equipment Survey 2024

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

### Respondents and Response Rate

- 187 responses were recorded from Cambridgeshire Constabulary, representing a response rate<sup>2</sup> of approximately 6% (based on March 2024 total police force headcount)<sup>3</sup>.
- 80% of respondents are police officers, and 20% are police staff.
- 30% of respondents identified as female, 54% as male, and 16% did not specify their sex.

### Overall Uniform Experience

- Almost half (48%) of respondents from Cambridgeshire Constabulary said their experience of wearing uniform is ‘negative’ or ‘extremely negative’, lower than the 56% average across the 43 forces in England and Wales.
- 29% of respondents from Cambridgeshire Constabulary said their experience is ‘positive’, while 22% stated that they have a ‘neutral’ experience.
- 29% of respondents from Cambridgeshire Constabulary said their uniform items interact together ‘poorly’ or ‘very poorly’, while 21% said their uniform items interact ‘well’.

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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>.

- 24% said their uniform items do not interact well together with Personal Protective Equipment (PPE), while the same number (24%) said that their uniform and PPE interact 'well'.

## Uniform Functionality and Fit

- 36% of respondents from Cambridgeshire Constabulary disagreed that their uniform is fit for purpose, lower than the national average of 51%.
- 60% of respondents from Cambridgeshire Constabulary agreed that their uniform restricts their movement.
- 47% of respondents from Cambridgeshire Constabulary disagreed that their uniform is good quality while 23% agreed.
- 67% of respondents from this force said their uniform does not fit well, higher than the national average of 61%.
- 34% of respondents from Cambridgeshire Constabulary disagreed that their uniform is durable, while 40% agreed.
- 53% of respondents from Cambridgeshire Constabulary said that their uniform is uncomfortable, while only 19% of respondents said they are comfortable in their uniform.
- 68% of respondents from Cambridgeshire Constabulary disagreed that their uniform keeps them cool in summer, while only 11% agreed.
- 44% of respondents from Cambridgeshire Constabulary said that their uniform keeps them warm in winter. However, 64% disagreed that their uniform is waterproof.

## Uniform Items

- 80% of those who wear general purpose trousers from Cambridgeshire Constabulary said this item contributes to a negative uniform experience.

- 71% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 62% of those who wear cargo trousers said this item contributes negatively to their experience of wearing uniform, slightly lower than the national average of 69%.
- 52% of respondents who wear a utility vest and 51% who wear a patrol helmet from Cambridgeshire Constabulary said these items contribute to a negative uniform experience.

## Uniform Access and Stores

- 27% of respondents from Cambridgeshire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', however the majority of respondents (59%) said it is 'difficult' or 'extremely difficult'.
- 57% of respondents from Cambridgeshire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 3% said the store was too far to travel to, 11% did not know it was an option, and 13% said it is not an option to visit.
- Among those who had visited a store, 39% stated that items were not available in their size, and 31% said some but not all items were available in their size.
- 23% of respondents from Cambridgeshire Constabulary received the items they ordered within weeks, most respondents (37%) received items within three months, and 22% faced long wait times of three to six months.

## Uniform Cost

- 74% of respondents from Cambridgeshire Constabulary agreed that cost drives uniform decisions, while only 2% disagreed.

## Perception of Uniform

- 56% of respondents from Cambridgeshire Constabulary feel professional in their uniform, slightly higher than the average across England and Wales of 51%. However, 21% of respondents from Cambridgeshire Constabulary said they do not feel professional in their uniform.
- 40% of respondents from Cambridgeshire Constabulary feel they look smart in their uniform, while 26% said they do not look smart.
- 51% of respondents from Cambridgeshire Constabulary feel proud in their uniform, while 17% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- Over half (52%) of respondents from Cambridgeshire Constabulary 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 Cambridgeshire Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 51% of male respondents from this force.
- 40% of respondents from Cambridgeshire Constabulary agreed that their uniform affects their relationship with their body.
- 17% respondents from Cambridgeshire Constabulary agreed that their uniform affects their mental wellbeing, while 18% agreed that their emotional wellbeing has been effected.

## Complaints and Sick Leave

- A third (33%) of respondents from Cambridgeshire Constabulary said they had made a uniform-related complaint.

- For 68% of these complaints, no action was taken.
- 4% of respondents from Cambridgeshire Constabulary have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 45% of respondents from Cambridgeshire Constabulary 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 Cambridgeshire Constabulary included negative attitudes in the force (4%), concerns that complaining would negatively affect work opportunities (2%), and a perceived lack of line manager empathy (2%).

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

- 10% of respondents from Cambridgeshire Constabulary 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**

- Almost half (49%) of respondents from Cambridgeshire Constabulary agreed that there should be a national uniform across England and Wales, while 14% disagreed, and 37% feel neutral.

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

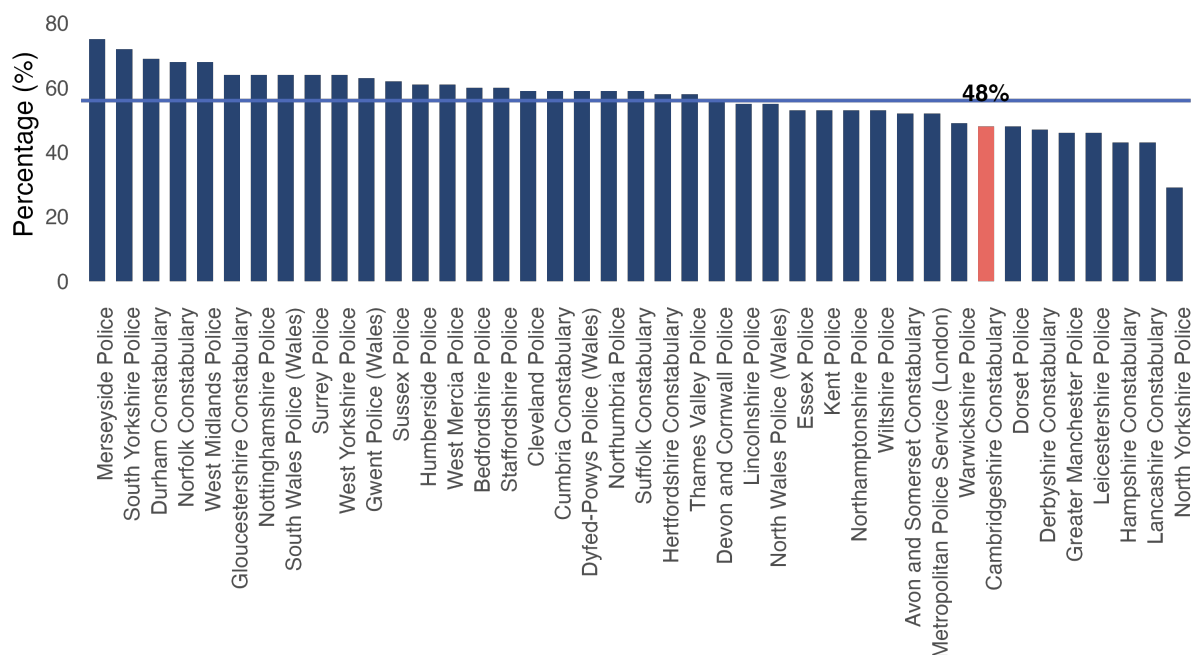


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

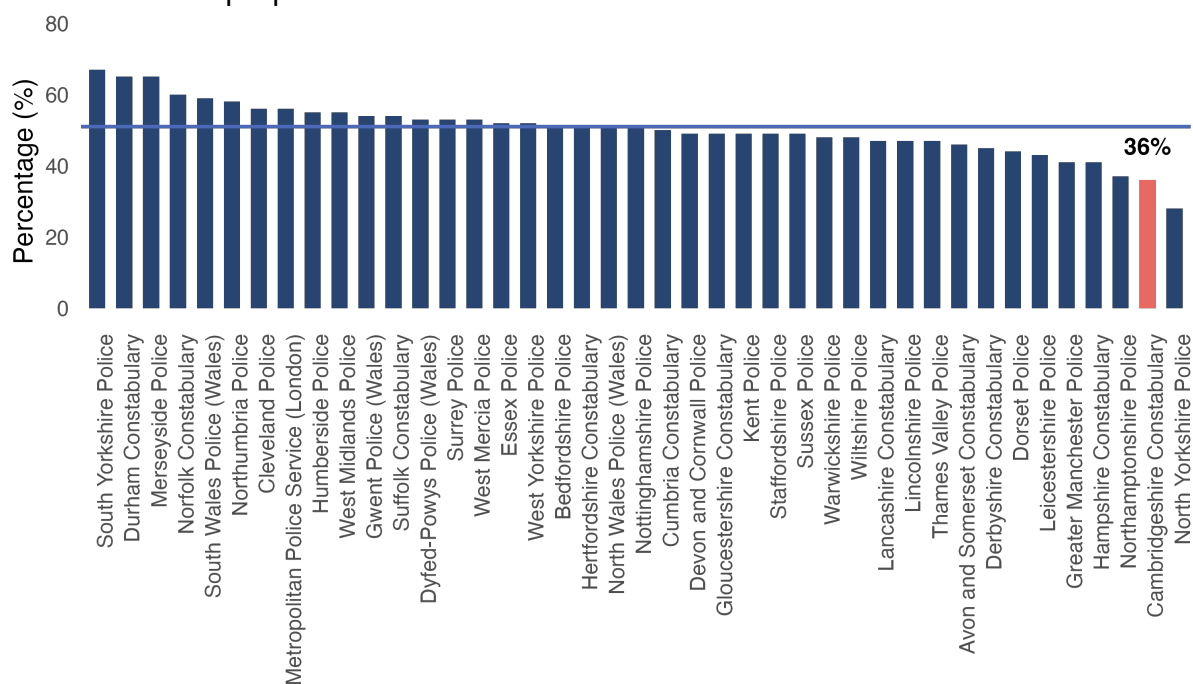


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

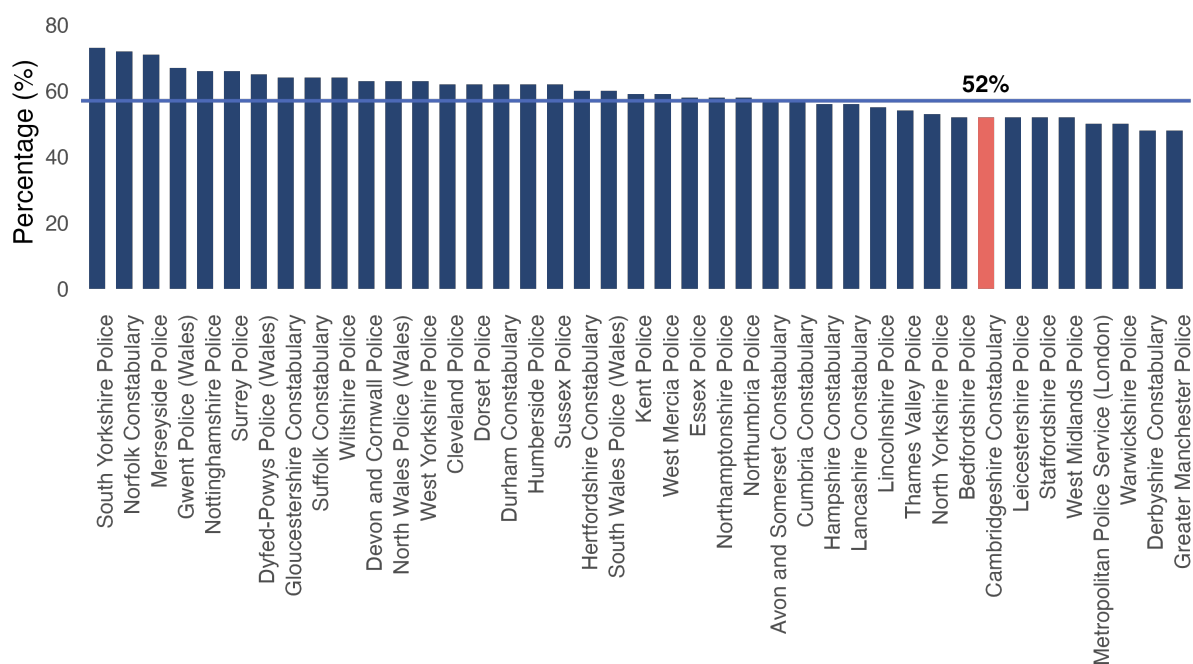


Figure 4: Proportion of uniform-related complaints where no action was taken.

