



National Uniform & Equipment Survey 2024

Cheshire 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 2024 for Cheshire Constabulary¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 70 responses were recorded from Cheshire Constabulary, representing a response rate² of approximately 2% (based on March 2024 total police force headcount)³.
- 99% of respondents are police officers, and 1% are police staff.
- 19% of respondents identified as female, 56% as male, and 26% did not specify their sex.

Overall Uniform Experience

- Over half (56%) of respondents from Cheshire Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', in line with the 56% average across the 43 forces in England and Wales.
- 21% of respondents from Cheshire Constabulary said their experience is 'positive', while 23% stated that they have a 'neutral' experience.
- 44% of respondents from Cheshire Constabulary said their uniform items interact together 'poorly' or 'very poorly', while 18% said their uniform items interact 'well'.

¹Note that this force was not included in the force breakdowns provided in the main report as a minimum sample size of 100 was required. 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>.

- 39% said their uniform items do not interact well together with Personal Protective Equipment (PPE), while 23% said that their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 37% of respondents from Cheshire Constabulary disagreed that their uniform is fit for purpose, lower than the national average of 51%.
- 67% of respondents from Cheshire Constabulary agreed that their uniform restricts their movement.
- 47% of respondents from Cheshire Constabulary disagreed that their uniform is good quality while 34% agreed.
- 57% of respondents from this force said their uniform does not fit well.
- 45% of respondents from Cheshire Constabulary disagreed that their uniform is durable, while 28% agreed.
- 53% of respondents from Cheshire Constabulary said that their uniform is uncomfortable, while only one in four (25%) respondents said they are comfortable in their uniform.
- Three quarters (75%) of respondents from Cheshire Constabulary disagreed that their uniform keeps them cool in summer, while only 28% agreed.
- 28% of respondents from Cheshire Constabulary said that their uniform keeps them warm in winter, compared to 37% who are not warm in the winter. 56% disagreed that their uniform is waterproof.

Uniform Items

- 74% of respondents from Cheshire Constabulary report wearing cargo trousers. Of these respondents, 77% said this item contributes to a negative uniform experience, higher than the average of 69% across England and Wales.

- 67% of respondents who wear a bowler hat from Cheshire Constabulary said that this item contributes to a negative uniform experience.
- 58% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 74% of respondents from Cheshire Constabulary reported wearing patrol boots. Of these wearers, almost half (48%) reported that this item contributes to a negative uniform experience.

Uniform Access and Stores

- Only 11% of respondents from Cheshire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', however the majority of respondents (81%) said it is 'difficult' or 'extremely difficult'.
- 63% of respondents from Cheshire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 7% said the store was too far to travel to, 9% did not know it was an option, and 11% said it is not an option to visit or it is not allowed (11%).
- Among those who had visited a store, 53% stated that items were not available in their size, and 26% said some but not all items were available in their size.
- Most respondents from Cheshire Constabulary received the items they ordered three months (45%), 24% faced long wait times of three to six months, while 13% waited over six months for uniform items they had ordered. Only 16% of respondents received items they ordered within weeks.

Uniform Cost

- 71% of respondents from Cheshire Constabulary agreed that cost drives uniform decisions, while only 6% disagreed.

Perception of Uniform

- Half (50%) of respondents from Cheshire Constabulary feel professional in their uniform, slightly lower than the average across England and Wales of 51%. However, 28% of respondents from Cheshire Constabulary said they do not feel professional in their uniform.
- 40% of respondents from Cheshire Constabulary feel they look smart in their uniform, while 30% said they do not look smart.
- Half (50%) of respondents from Cheshire Constabulary feel proud in their uniform, while 17% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 57% of respondents from Cheshire 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, 92% of female respondents from Cheshire Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 72% of male respondents from this force.
- 54% of respondents from Cheshire Constabulary agreed that their uniform affects their relationship with their body.
- One in five (20%) respondents from Cheshire Constabulary agreed that their uniform affects their mental wellbeing, while 20% also agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- Almost a third (32%) of respondents from Cheshire Constabulary said they had made a uniform-related complaint.

- For 81% of these complaints, no action was taken.
- 2% of respondents from Cheshire Constabulary have taken time off work due to the negative effects of uniform, lower than the national average of 5%.
- Half (50%) of respondents from Cheshire 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 Cheshire Constabulary included negative attitudes in the force (14%), concerns that complaining would negatively affect work opportunities (14%), worries that colleagues would find out (9%), and a perceived lack of line manager empathy (5%).

Uniform Impact on Retention and Role Choices

- 6% of respondents from Cheshire 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

- 43% of respondents from Cheshire Constabulary agreed that there should be a national uniform across England and Wales, while 23% disagreed, and 34% feel neutral.