



UNIFORMS FIT FOR ALL

**National Uniform & Equipment Survey 2024**

# **Civil Nuclear Constabulary Force Report**

**Results: October 2025**

Dr Camilla De Camargo, Dr Stephanie Wallace, Lois Fairclough,  
Dr Sahrish Khan, Zac Mader, Belinda Goodwin, & Dr Yuze Sha



## Key Findings

This report provides a summary of responses to key questions from the first National Uniform & Equipment Survey for the Civil Nuclear Constabulary. National results<sup>1</sup> and additional information are available in the main report **here**.

### Respondents and Response Rate

- 190 responses were recorded from the Civil Nuclear Constabulary.
- 96% of the respondents are police officers and 4% are police staff.
- 13% of respondents identified as female, 78% as male, and 9% did not specify their sex.

### Overall Uniform Experience

- 76% of respondents from the Civil Nuclear Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', which is significantly higher than the average across the 43 forces in England and Wales of 56%.
- Just 7% of respondents from the Civil Nuclear Constabulary said their experience is 'positive', while 17% stated they have a 'neutral' experience.
- 59% of respondents from the Civil Nuclear Constabulary said their uniform items interact together 'poorly' or 'very poorly', while only 5% said their uniform items interact 'well'.
- 42% of respondents from the Civil Nuclear Constabulary reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 11% said their uniform and PPE interact 'well'.

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<sup>1</sup>The Civil Nuclear Constabulary (CNC) are excluded from the national report as non-Home Office forces did not make a large enough sample to be included. See section 2 of the main report for more details.

## Uniform Functionality and Fit

- 73% of respondents from the Civil Nuclear Constabulary disagreed that their uniform is fit for purpose, while only 10% agreed. This is significantly worse than the 51% average who disagreed across the Home Office forces in England and Wales.
- 73% of respondents from the Civil Nuclear Constabulary agreed that their uniform restricts their movement, higher than the 64% national average.
- 77% of respondents from the Civil Nuclear Constabulary disagreed that their uniform is good quality, while only 3% of respondents agreed.
- 79% of respondents from the Civil Nuclear Constabulary said their uniform does not fit well, while only 8% said that their uniform fits well.
- 62% of respondents from the Civil Nuclear Constabulary disagreed that their uniform is durable, while 13% agreed.
- 72% of respondents from the Civil Nuclear Constabulary said their uniform is uncomfortable, while just 9% said their uniform is comfortable.
- 69% of respondents from the Civil Nuclear Constabulary disagreed that their uniform keeps them cool in summer, while 8% agreed.
- 30% of respondents from the Civil Nuclear Constabulary said their uniform does not keep them warm in winter, however 36% agreed.
- 46% of respondents from the Civil Nuclear Constabulary disagreed that their uniform is waterproof, while 29% agreed.

## Uniform Items

- 78% of respondents reported wearing cargo trousers from the Civil Nuclear Constabulary. Of these respondents, 89% said this item contributes to a negative uniform experience.

- It is noted that 92% of respondents from the the Civil Nuclear Constabulary said that their trousers are uncomfortable.
- 85% of respondents who wear ballistic body armour from the Civil Nuclear Constabulary said it contributes to a negative uniform experience.
- 65% of respondents who wear an all climate shirt from the the Civil Nuclear Constabulary said that this item contributes to a negative uniform experience.
- 80% of respondents reported that other specialist shirts contribute to a negative uniform experience.

## Uniform Access and Stores

- Only 21% of respondents from the Civil Nuclear Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while over half (55%) said it is 'difficult' or 'extremely difficult'.
- 18% of respondents from the Civil Nuclear Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 43% said it is not an option to visit a store, 19% said the store is too far to to travel to, 13% did not know it was an option to visit, and 7% said it is not allowed.
- Among those who had visited a store, 45% stated that items were not available in their size, and 19% said some but not all items were available in their size.
- Just 15% of respondents from the Civil Nuclear Constabulary received the items they ordered within weeks, compared to the Home Office force national average of 48%. A third of respondents (33%) received items within three months, 29% faced long wait times of three to six months, and one in five (20%) waited six months or more.

## Uniform Cost

- 82% of respondents from the Civil Nuclear Constabulary agreed that cost drives uniform decisions, while just 1% disagreed.

## Perception of Uniform

- 39% of respondents from the Civil Nuclear Constabulary said they feel professional in their uniform, lower than the Home Office force average across England and Wales of 51%. 32% said they do not feel professional in their uniform.
- 30% of respondents from the Civil Nuclear Constabulary feel they look smart in their uniform, while 42% of respondents said they do not look smart.
- 35% of respondents from the Civil Nuclear Constabulary feel proud in their uniform, while 20% said they do not feel proud in their uniform. Most respondents (45%) feel neutral.

## Uniform and Health and Wellbeing

- 69% of respondents from the Civil Nuclear 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, 88% of female respondents from the Civil Nuclear Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 74% of male respondents from this force.
- 43% of respondents from the Civil Nuclear Constabulary agreed that their uniform affects their relationship with their body.
- 24% of respondents from the Civil Nuclear Constabulary agreed that their uniform affects their mental wellbeing, while 17% agreed that their emotional wellbeing has been impacted by their uniform.

## Complaints and Sick Leave

- 39% of respondents from the Civil Nuclear Constabulary said they had made a uniform-related complaint.
- For over two thirds (67%) of these complaints, no action was taken.
- 4% of respondents from the Civil Nuclear Constabulary have taken time off work due to the negative effects of uniform.
- 61% of respondents from the Civil Nuclear Constabulary said that although they had experienced negative effects due to wearing their uniform, they did not take sick leave.
- Some of the reasons cited for not taking sick leave at the Civil Nuclear Constabulary included negative attitudes in the force (11%), a lack of perceived empathy from line managers (8%), and concerns that taking sick leave would negatively affect work opportunities (5%).

## Uniform Impact on Retention and Role Choices

- 21% of respondents from the Civil Nuclear 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

- 48% of respondents from the Civil Nuclear Constabulary agreed that there should be a national uniform across England and Wales, while 19% disagreed, and 34% feel neutral.