



National Uniform & Equipment Survey 2024

Cumbria 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 Cumbria Constabulary¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 266 responses were recorded from Cumbria Constabulary, representing a response rate² of approximately 12% (based on March 2024 total police force headcount)³.
- 89% of respondents are police officers, and 11% are police staff.
- 33% of respondents identified as female, 54% as male, and 12% did not specify their sex.

Overall Uniform Experience

- 59% of respondents from Cumbria Constabulary 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.
- 20% of respondents from Cumbria Constabulary said their experience is 'positive', while 21% stated they have a 'neutral' experience.
- 35% of respondents from Cumbria Constabulary said their uniform items interact together 'poorly' or 'very poorly', while 18% 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>.

- 31% of respondents from Cumbria Constabulary reported their uniform items do not interact well together with Personal Protective Equipment (PPE), compared to 20% of respondents who said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 51% of respondents from Cumbria Constabulary disagreed that their uniform is fit for purpose.
- 67% of respondents from Cumbria Constabulary agreed that their uniform restricts their movement, slightly higher than the 64% average.
- 57% of respondents from Cumbria Constabulary said their uniform is not good quality, while 60% of respondents from this force said their uniform does not fit well.
- 40% of respondents from Cumbria Constabulary disagreed that their uniform is durable, while only 29% agreed.
- 63% of respondents from Cumbria Constabulary said that their uniform is uncomfortable, only 18% said they are comfortable in their uniform.
- Two thirds (66%) of respondents from Cumbria Constabulary disagreed that their uniform keeps them cool in summer, while only 10% agreed.
- 40% of respondents from Cumbria Constabulary agreed that their uniform keeps them warm in winter, while a third (33%) disagreed. However, 66% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 74% of respondents from Cumbria Constabulary reported wearing cargo trousers. Of these respondents, 77% said this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.

- 63% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while 75% of those who wear ballistic body armour report the same.
- 54% of respondents who wear a bowler hat and 51% who wear a polo shirt from Cumbria Constabulary said these items contribute to a negative uniform experience.
- Almost half (48%) of those who wear the all-climate shirt said this item contributes to a negative uniform experience.

Uniform Access and Stores

- 24% of respondents from Avon and Cumbria Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', however the majority of respondents (63%) said it is 'difficult' or 'extremely difficult'.
- 59% of respondents from Cumbria Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 11% said the store was too far to travel to, 12% did not know it was an option, 8% said it is not an option to visit, and 10% reported they are not allowed to visit a store.
- Among those who had visited a store, 46% stated that all required items were available in their size, 28% said some but not all items were available in their size, and 26% reported that items were not available in their size.
- Most respondents from Cumbria Constabulary (37%) received the items they ordered within weeks, 23% received items within three months, and 21% received items within days.

Uniform Cost

- 80% of respondents from Cumbria Constabulary agreed that cost drives uniform decisions, while only 3% disagreed.

Perception of Uniform

- 48% of respondents from Cumbria Constabulary feel professional in their uniform, slightly lower than the average across England and Wales of 51%. 28% said they do not feel professional in their uniform.
- 33% of respondents from Cumbria Constabulary feel they look smart in their uniform, while 38% said they do not feel they look smart.
- 48% of respondents from Cumbria Constabulary feel proud in their uniform, while 22% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 57% of respondents from Cumbria 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, 81% of female respondents from Cumbria Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 55% of male respondents from this force.
- 37% of respondents from Cumbria Constabulary agreed that their uniform affects their relationship with their body.
- 14% respondents from Cumbria Constabulary agreed that 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 Cumbria Constabulary said they had made a uniform-related complaint.
- For 86% of these complaints, no action was taken.
- 5% of respondents from Cumbria Constabulary have taken time off work due to the negative effects of uniform, the same as the national average of 5%.
- 45% of respondents from Cumbria 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 Cumbria Constabulary included negative attitudes in the force (13%), worries that complaining would negatively affect work opportunities (8%), worries that colleagues would find out (5%), or a lack of perceived empathy from line managers (5%).

Uniform Impact on Retention and Role Choices

- 8% of respondents from Cumbria 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

- 46% of respondents from Cumbria Constabulary agreed that there should be a national uniform across England and Wales, while 18% disagreed, and 35% feel neutral.

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

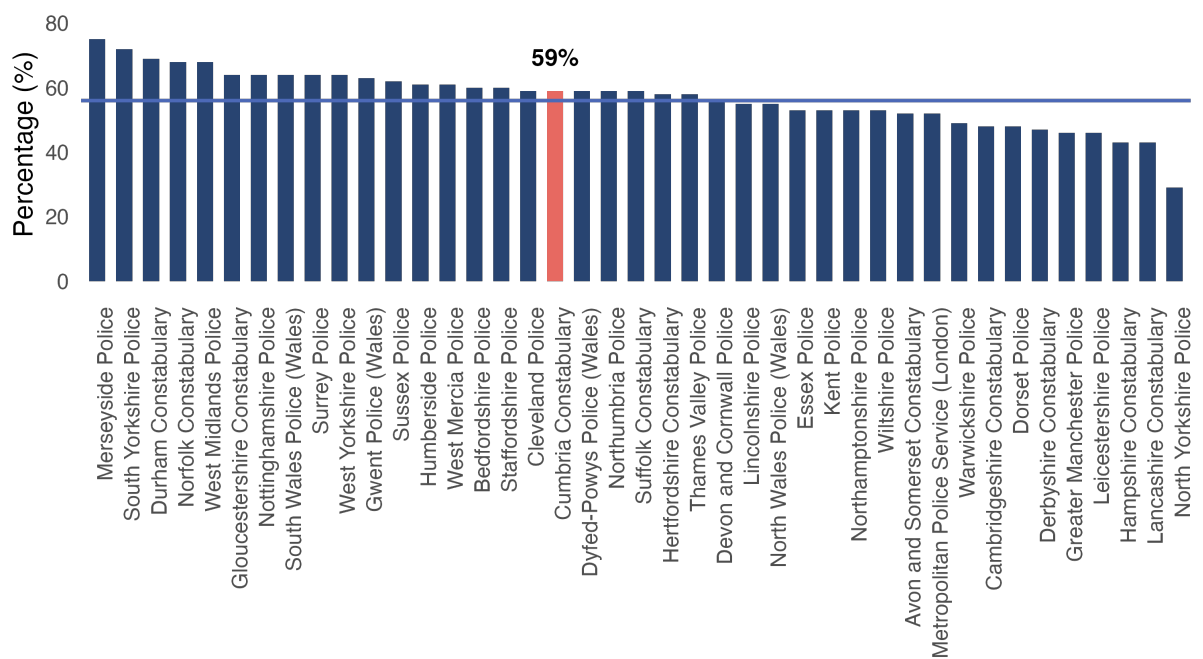


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

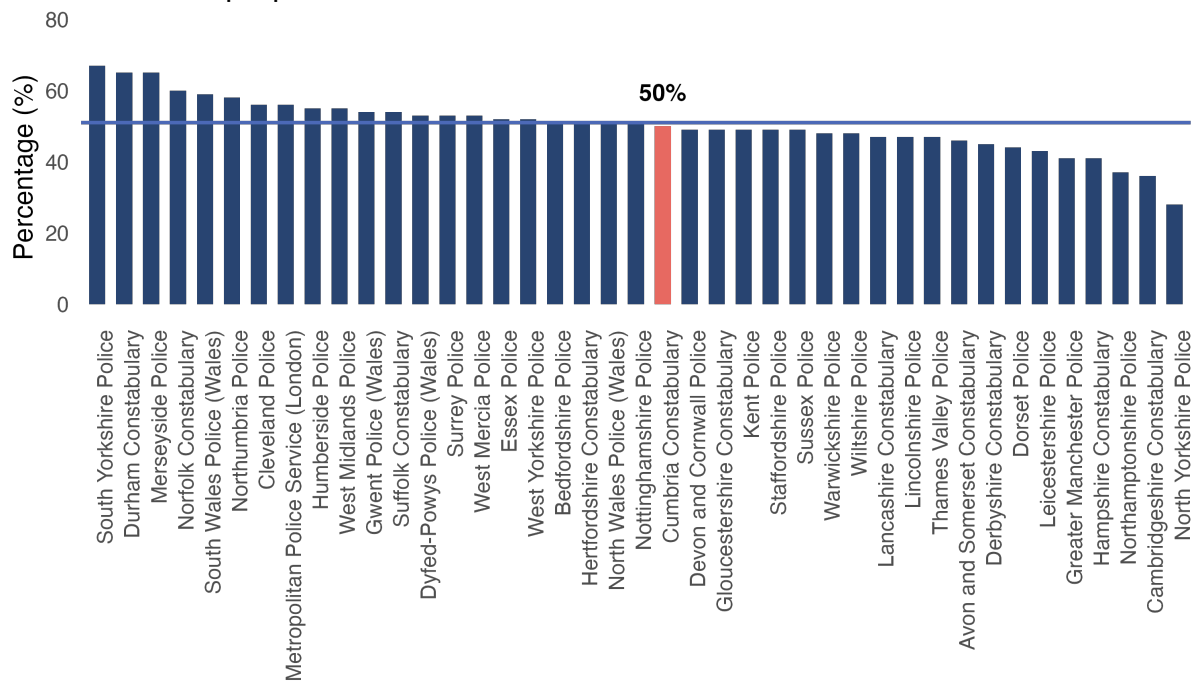


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

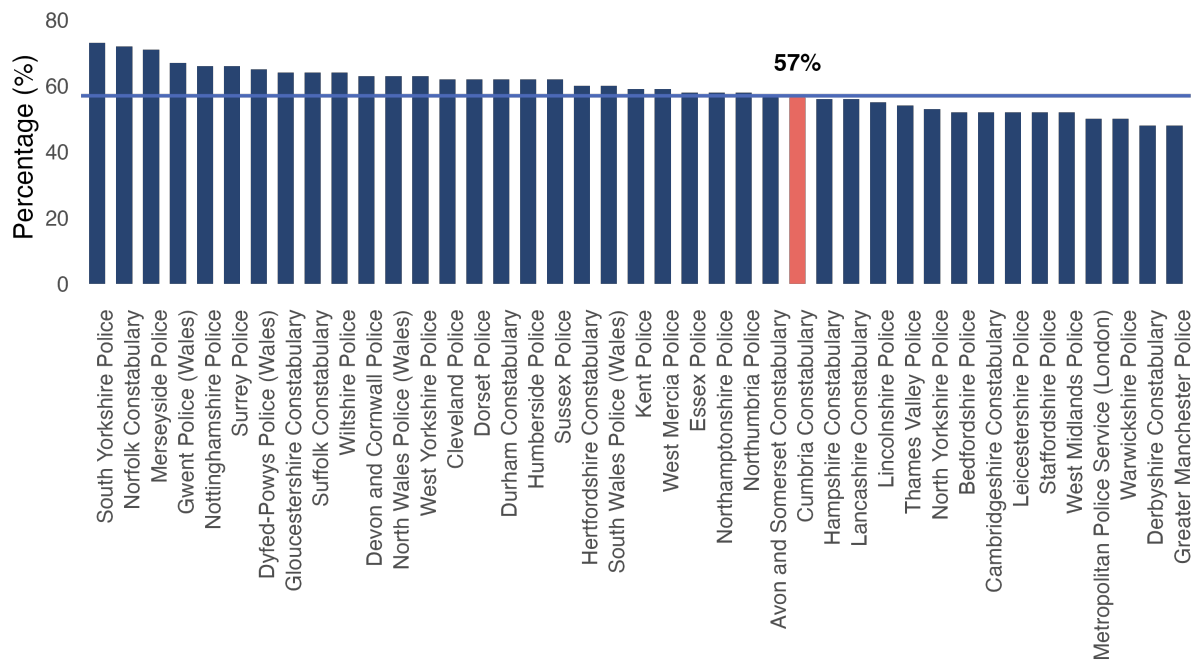


Figure 4: Proportion of uniform-related complaints where no action was taken.

