



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 335 responses were recorded from Derbyshire Constabulary, representing a response rate² of approximately 8% (based on March 2024 total police force headcount)³.
- 75% of respondents are police officers, and 25% are police staff.
- 27% of respondents identified as female, 51% as male, and 21% did not specify their sex.

Overall Uniform Experience

- 47% of respondents from Derbyshire 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.
- 26% of respondents from Derbyshire Constabulary said their experience is 'positive', while 27% stated they have a 'neutral' experience.
- 35% of respondents from Derbyshire Constabulary said their uniform items interact together 'poorly' or 'very poorly', while only 17% 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>.

- 25% of respondents from Derbyshire Constabulary said their uniform items do not interact well together with Personal Protective Equipment (PPE), while 26% said their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 45% of respondents from Derbyshire Constabulary disagreed that their uniform is fit for purpose, lower than the 51% national average.
- 61% of respondents from Derbyshire Constabulary agreed that their uniform restricts their movement.
- 56% of respondents from Derbyshire Constabulary said that their uniform is not good quality, while half (50%) of respondents from this force said their uniform does not fit well.
- 48% of respondents from Derbyshire Constabulary disagreed that their uniform is durable, while 24% agreed.
- Almost half (49%) of respondents from Derbyshire Constabulary said their uniform is uncomfortable, while 26% said they are comfortable in their uniform.
- 80% of respondents from Derbyshire Constabulary disagreed that their uniform keeps them cool in summer, while only 7% agreed. This is higher than the national average of 74% who said the same.
- 39% of respondents from Derbyshire Constabulary disagreed that their uniform keeps them warm in winter, while 38% agreed. Most respondents (58%) disagreed that their uniform is waterproof.

Uniform Items

- Of respondents who report they wear cargo trousers, 73% said this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.

- 78% of respondents who wear general purpose trousers from Derbyshire Constabulary said this item contributes to a negative uniform experience.
- 64% of respondents who wear a bump cap from Derbyshire Constabulary report this item contributes to a negative uniform experience.
- 51% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

Uniform Access and Stores

- One in five (20%) respondents from Derbyshire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', but the majority (61%) said it is 'difficult' or 'extremely difficult'.
- 67% of respondents from Derbyshire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 10% did not know it was an option, 11% said they are not allowed to visit, and 7% said it is not an option to visit.
- Among those who had visited a store, 43% stated that all required items were available in their size, 23% said some but not all items were available in their size, and 32% reported that items were not available in their size.
- Most respondents from Derbyshire Constabulary received the items they ordered within weeks (42%), 34% received items within three months, and 9% faced long wait times of three to six months.

Uniform Cost

- 76% of respondents from Derbyshire Constabulary agreed that cost drives uniform decisions, while only 5% disagreed.

Perception of Uniform

- 41% of respondents from Derbyshire Constabulary feel professional in their uniform, lower than the average across England and Wales of 51%. 32% said they do not feel professional in their uniform.
- 30% of respondents from Derbyshire Constabulary feel they look smart in their uniform, while 42% feel they do not look smart.
- 40% of respondents from Derbyshire Constabulary feel proud in their uniform, while 23% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- Almost half (48%) of respondents from Derbyshire 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, over three quarters (76%) of female respondents from Derbyshire Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 53% of male respondents from this force.
- 31% of respondents from Derbyshire Constabulary agreed that their uniform affects their relationship with their body.
- One in ten (10%) respondents from Derbyshire Constabulary agreed that their uniform affects their mental wellbeing, while 11% agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 39% of respondents from Derbyshire Constabulary said they had made a uniform-related complaint.

- For 72% of these complaints, no action was taken.
- One in twenty (5%) respondents from Derbyshire Constabulary have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- 41% of respondents from Derbyshire Constabulary said although they had experienced negative effects due to wearing their uniform, they did not take sick leave.
- Reasons for not taking sick leave at Derbyshire Constabulary included worries that taking sick leave would negatively affect work opportunities (12%), negative attitudes in the force (8%), a lack of perceived empathy from line managers (5%), and worries that colleagues would find out (5%).

Uniform Impact on Retention and Role Choices

- 10% of respondents from Derbyshire 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

- 49% of respondents from Derbyshire 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'.

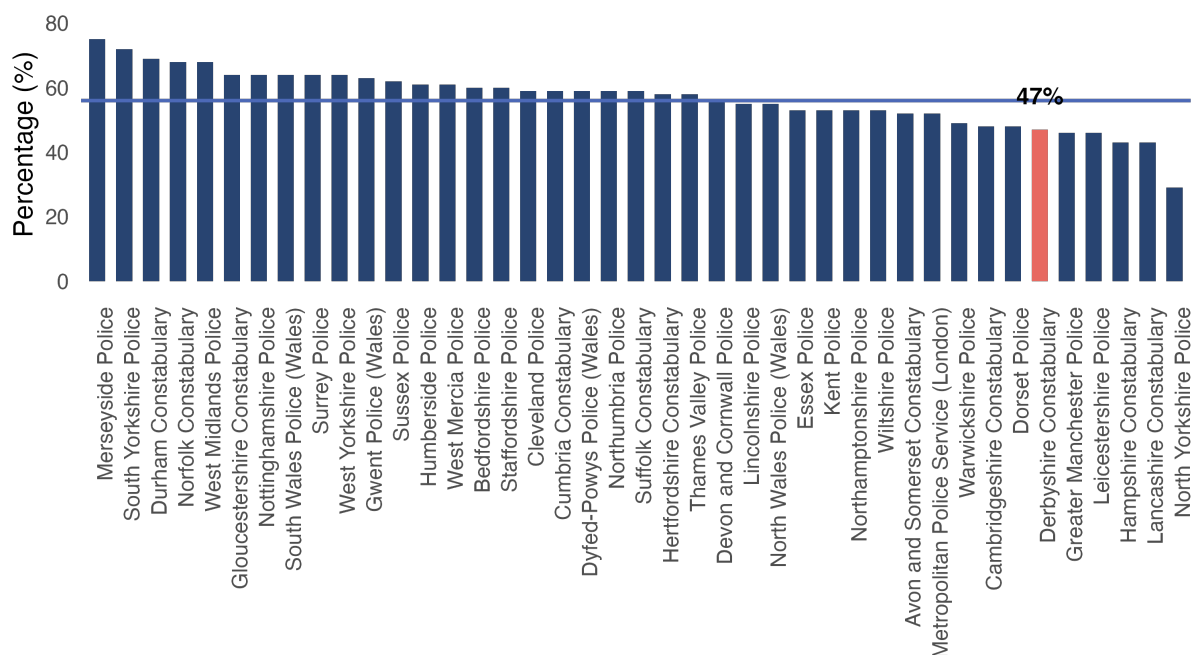


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

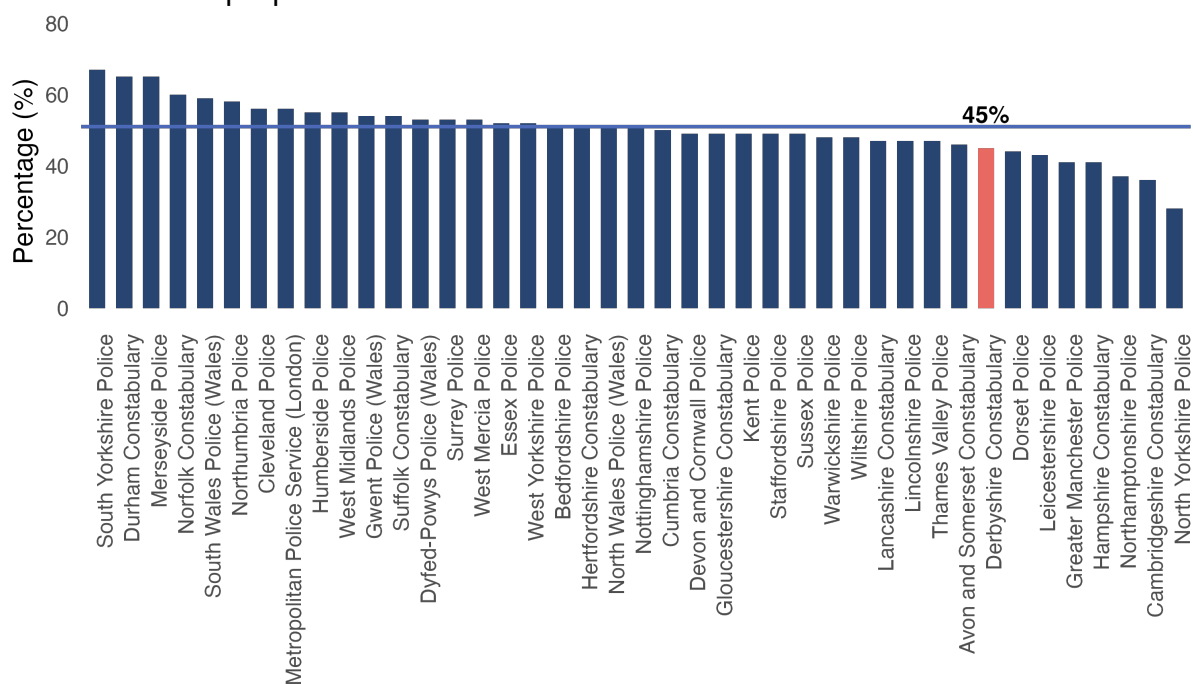


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

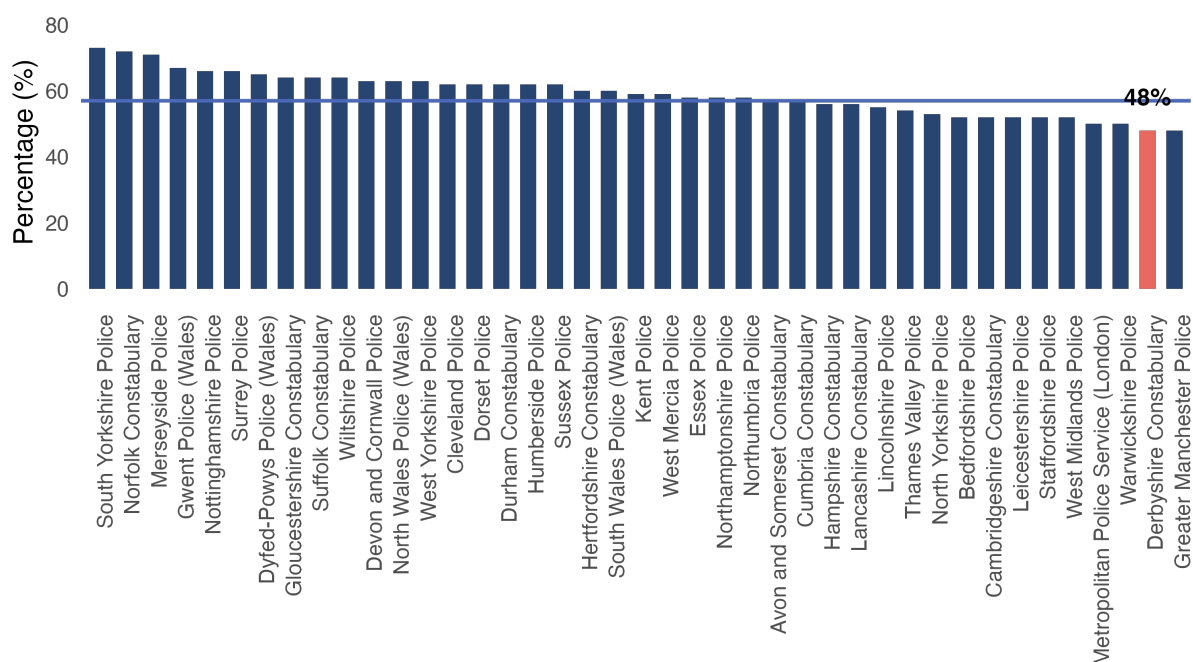


Figure 4: Proportion of uniform-related complaints where no action was taken.

