



National Uniform & Equipment Survey 2024

Devon and Cornwall Police 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 Devon and Cornwall Police¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 555 responses were recorded from Devon and Cornwall Police, representing a response rate² of approximately 8% (based on March 2024 total police force headcount)³.
- 78% of respondents are police officers, and 22% are police staff.
- 38% of respondents identified as female, 48% as male, and 14% did not specify their sex.

Overall Uniform Experience

- 56% of respondents from Devon and Cornwall Police 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.
- 22% of respondents from Devon and Cornwall Police said their experience is 'positive', while 23% stated they have a 'neutral' experience.
- 37% of respondents from Devon and Cornwall Police said their uniform items interact together 'poorly' or 'very poorly', while only 16% 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 Devon and Cornwall Police said their uniform items do not interact well together with Personal Protective Equipment (PPE), while 21% said their uniform items interact well with PPE.

Uniform Functionality and Fit

- Almost half (49%) of respondents from Devon and Cornwall Police disagreed that their uniform is fit for purpose.
- 71% of respondents from Devon and Cornwall Police agreed that their uniform restricts their movement, higher than the 64% average.
- 55% of respondents from Devon and Cornwall Police said their uniform is not good quality, while 64% of respondents from this force said their uniform does not fit well.
- 42% of respondents from Devon and Cornwall Police disagreed that their uniform is durable, while 34% agreed.
- 60% of respondents from Devon and Cornwall Police said their uniform is uncomfortable, while only 18% said they are comfortable in their uniform.
- 80% of respondents from Devon and Cornwall Police disagreed that their uniform keeps them cool in summer, while only 7% agreed. This is higher than national average of 74% who said the same.
- 40% of respondents from Devon and Cornwall Police disagreed that their uniform keeps them warm in winter, compared with 38% who agreed. However, 61% disagreed that their uniform is waterproof.

Uniform Items

- 71% of respondents from Devon and Cornwall Police reported wearing cargo trousers. Of these respondents, 72% said this item contributes negatively to

their experience of wearing uniform, slightly higher than the national average of 69%.

- 75% of those who wear general purpose trousers from Devon and Cornwall Police said this item contributes to a negative uniform experience.
- 76% of respondents who wear a dress shirt from Devon and Cornwall Police said this item contributes to a negative uniform experience.
- 69% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 56% of respondents who wear a bowler hat and 48% of respondents who wear the utility vest from Devon and Cornwall Police said that these items contribute to a negative uniform experience.

Uniform Access and Stores

- 49% of respondents from Devon and Cornwall Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 27% said it is 'difficult' or 'extremely difficult'.
- 51% of respondents from Devon and Cornwall Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 28% said the store was too far to travel to, 9% did not know it was an option, and 6% said it is not an option to visit.
- Among those who had visited a store, 40% stated that all required items were available in their size, and 29% said some but not all items were available in their size, while 29% reported that items were not available in their size.
- Most respondents from Devon and Cornwall Police received the items they ordered within weeks (49%), 21% received items within three months, and 22% received items within days.

Uniform Cost

- 67% of respondents from Devon and Cornwall Police said agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 60% of respondents from Devon and Cornwall Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, 15% said they do not feel professional in their uniform.
- 41% of respondents from Devon and Cornwall Police feel they look smart in their uniform, while 27% feel they do not look smart.
- Half of respondents (50%) from Devon and Cornwall Police feel proud in their uniform, while 18% said that they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 63% of respondents from Devon and Cornwall Police 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, 87% of female respondents from Devon and Cornwall Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 62% of male respondents from this force.
- 42% of respondents from Devon and Cornwall Police agreed that their uniform affects their relationship with their body.
- 17% respondents from Devon and Cornwall Police agreed that their uniform affects their mental wellbeing, while over one in five (21%) agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 34% of respondents from Devon and Cornwall Police said they had made a uniform-related complaint.
- For 72% of these complaints, no action was taken.
- 5% of respondents from Devon and Cornwall Police have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- 61% of respondents from Devon and Cornwall Police 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 Devon and Cornwall Police included negative attitudes in the force (7%), concerns that taking sick leave would negatively affect work opportunities (7%), and a lack of perceived empathy from line managers (7%).

Uniform Impact on Retention and Role Choices

- 13% of respondents from Devon and Cornwall Police 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

- 44% of respondents from Devon and Cornwall Police agreed that there should be a national uniform across England and Wales, while 16% disagreed, and 39% feel neutral.

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

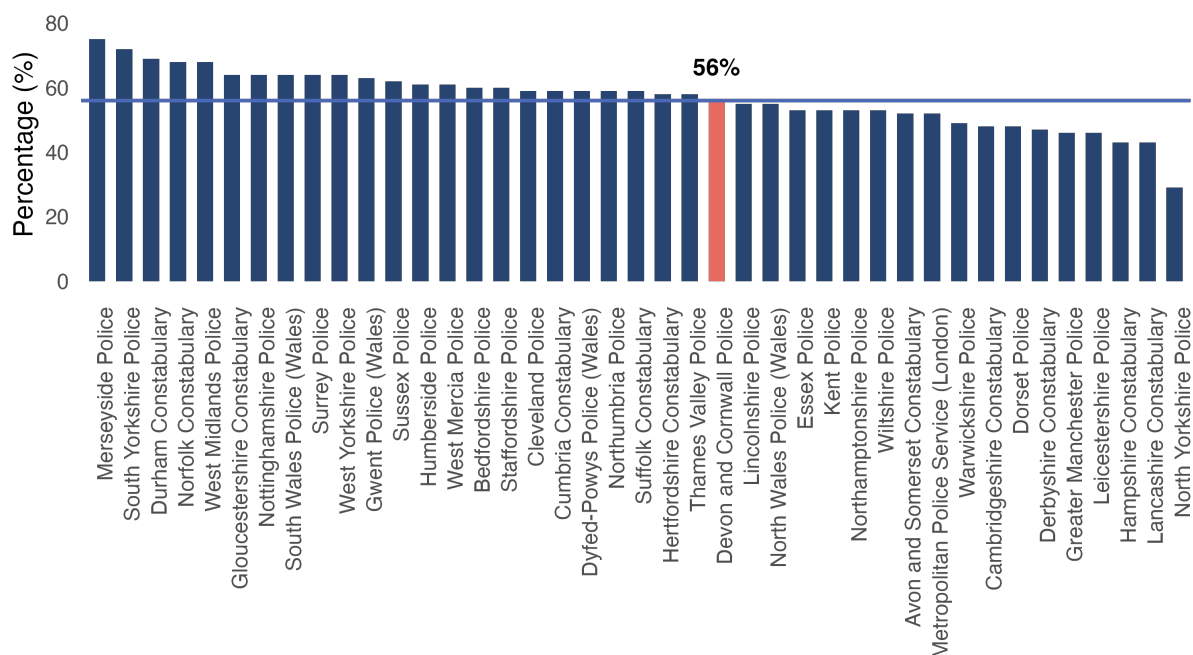


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

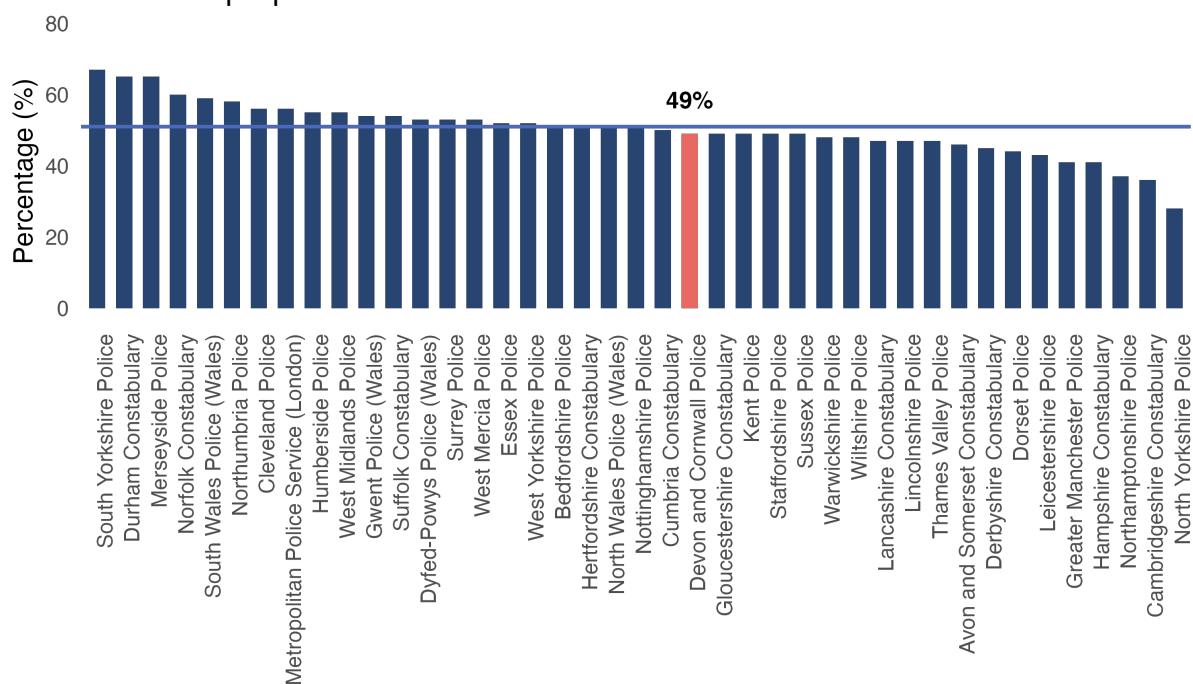


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

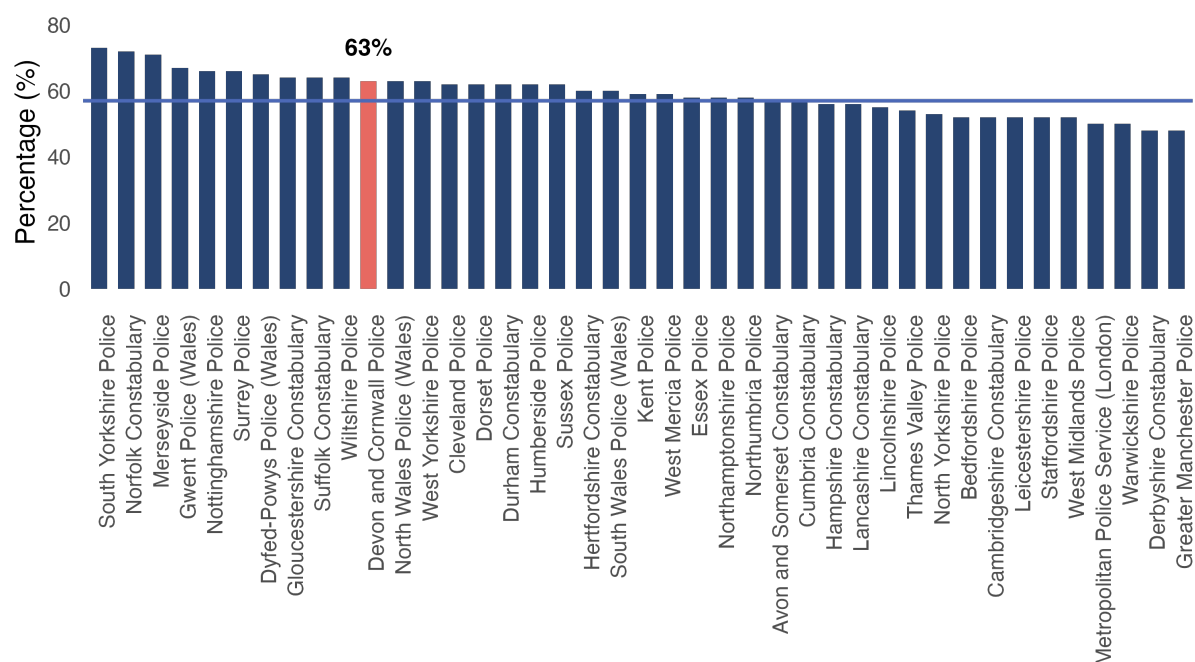


Figure 4: Proportion of uniform-related complaints where no action was taken.

