



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 743 responses were recorded from Hampshire Constabulary, representing a response rate² of approximately 11% (based on March 2024 total police force headcount)³.
- 85% of respondents are police officers, and 15% are police staff.
- 31% of respondents identified as female, 48% as male, and 21% did not specify their sex.

Overall Uniform Experience

- 43% of respondents from Hampshire 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.
- 29% of respondents from Hampshire Constabulary said their experience is 'positive', while 28% stated they have a 'neutral' experience.
- 30% of respondents from Hampshire Constabulary said their uniform items interact together 'poorly' or 'very poorly', while 29% 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>.

- 29% reported that 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

- 41% of respondents from Hampshire Constabulary disagreed that their uniform is fit for purpose.
- 62% of respondents from Hampshire Constabulary agreed that their uniform restricts their movement.
- Almost half (49%) of respondents from Hampshire Constabulary said their uniform is not good quality, while 52% of respondents from this force said their uniform does not fit well.
- 45% of respondents from Hampshire Constabulary disagreed that their uniform is durable, while 31% agreed.
- 49% of respondents from Hampshire Constabulary said their uniform is uncomfortable, while only 26% said they are comfortable in their uniform.
- 79% of respondents from Hampshire Constabulary disagreed that their uniform keeps them cool in summer, while only 9% agreed.
- 40% of respondents from Hampshire Constabulary disagreed that their uniform keeps them warm in winter, compared to 37% of respondents who agreed. However, 62% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 67% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 64% of respondents who wear a bowler hat and 51% who wear a patrol helmet from Hampshire Constabulary said that these items contribute to a negative uniform experience.

- 61% of those who wear general purpose trousers from Hampshire Constabulary said this item contributes to a negative uniform experience.
- 58% of those who wear cargo trousers trousers from Hampshire Constabulary said this item contributes to a negative uniform experience.

Uniform Access and Stores

- Only 10% of respondents from Hampshire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 79% said it is 'difficult' or 'extremely difficult'.
- Three in four (75%) respondents from Hampshire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 8% said the store was too far to travel to, 6% did not know it was an option, and 7% said it is not an option to visit or that visiting the store is not allowed.
- Among those who had visited a store, 29% said some but not all items were available in their size, and 47% reported that items were not available in their size.
- Most respondents faced long wait times of three to six months before receiving items they ordered (37%), 20% waited six months or longer, and 28% received items within three months.

Uniform Cost

- 73% of respondents from Hampshire Constabulary agreed that cost drives uniform decisions, while only 3% disagreed.

Perception of Uniform

- 61% of respondents from Hampshire Constabulary feel professional in their uniform, higher than the average across England and Wales of 51%. However, 16% said they do not feel professional in their uniform.
- 47% of respondents from Hampshire Constabulary feel they look smart in their uniform, while 22% feel they do not look smart.
- 56% of respondents from Hampshire Constabulary feel proud in their uniform, while 15% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 56% of respondents from Hampshire 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, 82% of female respondents from Hampshire Constabulary 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.
- 41% of respondents from Hampshire Constabulary agreed that their uniform affects their relationship with their body.
- 15% respondents from Hampshire Constabulary agreed that their uniform affects their mental wellbeing, while one in five (20%) agreed that their emotional wellbeing has been effected due to uniform wear.

Complaints and Sick Leave

- 34% of respondents from Hampshire Constabulary said they had made a uniform-related complaint.

- For 64% of these complaints, no action was taken.
- 6% of respondents from Hampshire Constabulary have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- 47% of respondents from Hampshire 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 Hampshire Constabulary included worries that making a complaint would negatively affect work opportunities (7%) and negative attitudes in the force (4%).

Uniform Impact on Retention and Role Choices

- 11% of respondents from Hampshire 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 Hampshire Constabulary agreed that there should be a national uniform across England and Wales, while 20% disagreed, and 34% feel neutral.

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

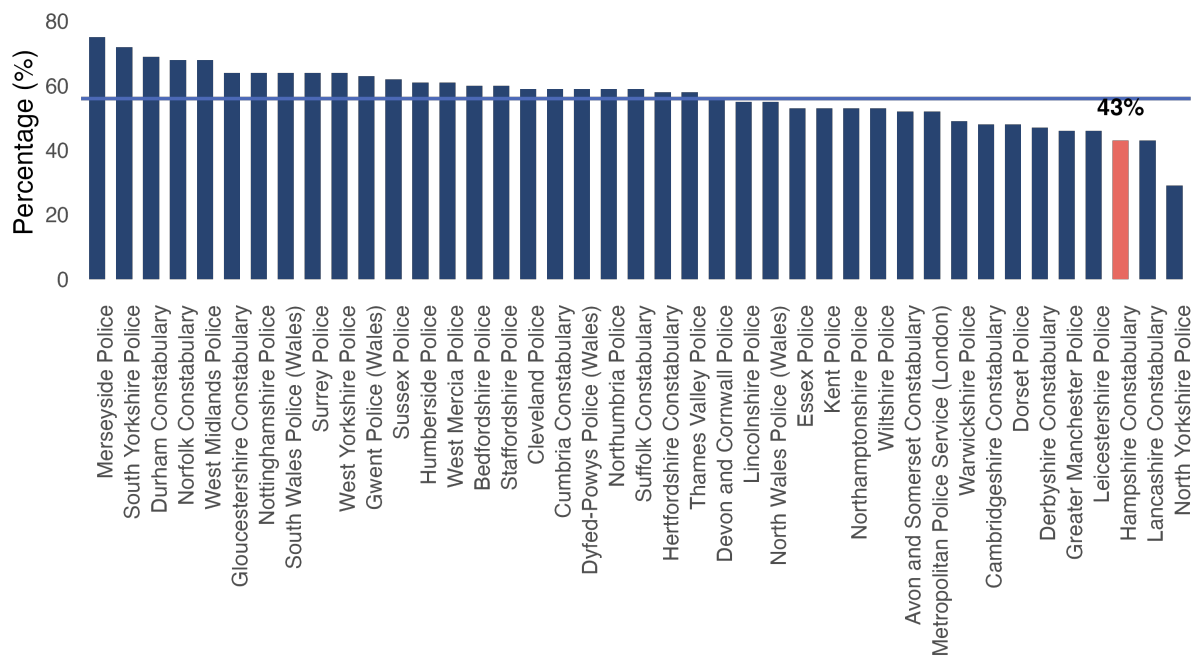


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

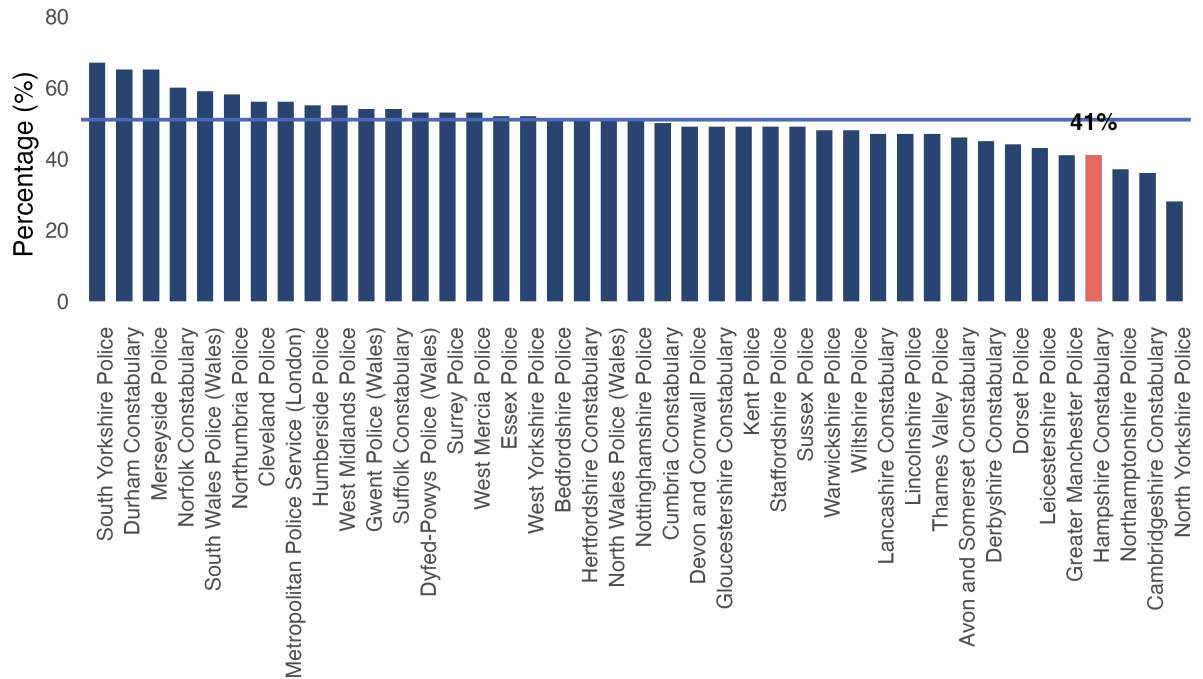


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

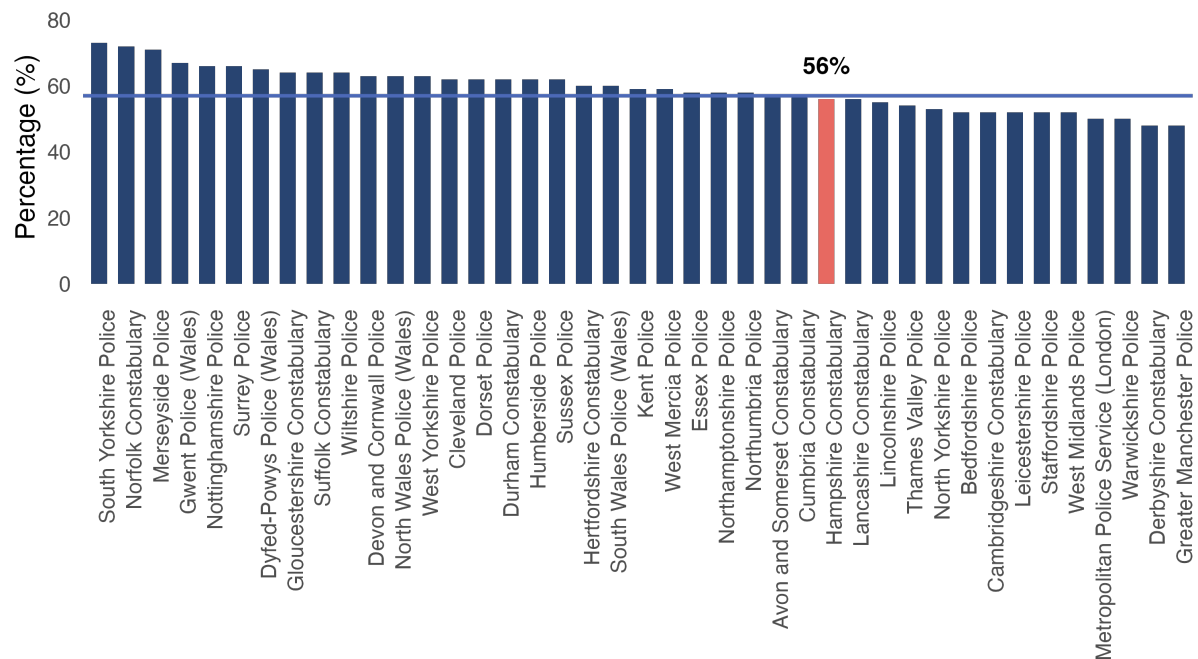


Figure 4: Proportion of uniform-related complaints where no action was taken.

