



## National Uniform & Equipment Survey 2024

# Humberside Police Force Report

**Results: October 2025**

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

Lancaster  
University



**POLICE**  
*Federation*



## Key Findings

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

### Respondents and Response Rate

- 317 responses were recorded from Humberside Police, representing a response rate<sup>2</sup> of approximately 8% (based on March 2024 total police force headcount)<sup>3</sup>.
- 82% of respondents are police officers, and 18% are police staff.
- 30% of respondents identified as female, 51% as male, and 19% did not specify their sex.

### Overall Uniform Experience

- 61% of respondents from Humberside Police said their experience of wearing uniform is 'negative' or 'extremely negative', higher than the 56% average across the 43 forces in England and Wales.
- 16% of respondents from Humberside Police said their experience is 'positive', while 23% stated they have a 'neutral' experience.
- 44% of respondents from Humberside Police said their uniform items interact together 'poorly' or 'very poorly', while only 13% said their uniform items interact 'well'.

---

<sup>1</sup>Note 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.

<sup>2</sup>Response 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.

<sup>3</sup>Home 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>.

- 32% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), compared to 19% of respondents who said their uniform and PPE interact 'well'.

## Uniform Functionality and Fit

- 55% of respondents from Humberside Police disagreed that their uniform is fit for purpose.
- 72% of respondents from Humberside Police agreed that their uniform restricts their movement, higher than the 64% average.
- Two thirds (66%) of respondents from Humberside Police said their uniform is not good quality, while 61% of respondents from this force said their uniform does not fit well.
- 46% of respondents from Humberside Police disagreed that their uniform is durable, while 26% agreed.
- 69% of respondents from Humberside Police said their uniform is uncomfortable, while only 13% said they are comfortable in their uniform.
- 79% of respondents from Humberside Police disagreed that their uniform keeps them cool in summer, while only 8% agreed.
- 40% of respondents from Humberside Police disagreed that their uniform keeps them warm in winter, while 39% agreed. However, 61% disagreed that their uniform is waterproof.

## Uniform Items

- 60% of respondents from Humberside Police reported wearing cargo trousers. Of these respondents, 81% said this item contributes negatively to their experience of wearing uniform, considerably higher than the national average of 69%.

- 76% of those who wear general purpose trousers from Humberside Police said this item contributes to a negative uniform experience.
- 76% of respondents who wear a patrol helmet and 56% of respondents who wear a bowler hat from Humberside Police said that these items contribute to a negative uniform experience.
- 70% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.

## Uniform Access and Stores

- Only 21% of respondents from Humberside Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 62% said it is 'difficult' or 'extremely difficult'.
- 39% of respondents from Humberside Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 30% said the store was too far to travel to, and 15% said it is not an option to visit.
- Among those who had visited a store, 47% stated that all required items were available in their size, 16% said some but not all items were available in their size, and 37% reported that items were not available in their size.
- Most respondents from Humberside Police received the items they ordered within weeks (54%), 35% received items within three months, and 7% faced long wait times of three to six months.

## Uniform Cost

- Three in four (75%) respondents from Humberside Police agreed that cost drives uniform decisions, while only 2% disagreed.

## Perception of Uniform

- 57% of respondents from Humberside Police feel they look professional in their uniform, higher than the average across England and Wales of 51%. However, 19% said they do not feel professional in their uniform.
- 37% of respondents from Humberside Police feel they look smart in their uniform, while 31% feel they do not look smart.
- 53% of respondents from Humberside Police feel proud in their uniform, while 13% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 62% of respondents from Humberside 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, nine out of ten (90%) of female respondents from Humberside Police reported at least one health condition they believe is caused or made worse by their uniform, compared to two thirds (66%) of male respondents from this force.
- 40% of respondents from Humberside Police agreed that their uniform affects their relationship with their body.
- 19% respondents from Humberside Police agreed that their uniform affects their mental wellbeing, while 18% agreed that their emotional wellbeing has been affected.

## Complaints and Sick Leave

- 36% of respondents from Humberside Police said they had made a uniform-related complaint.

- For 73% of these complaints, no action was taken.
- 6% of respondents from Humberside Police have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- 54% of respondents from Humberside Police 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 Humberside Police included worries that taking sick leave would negatively affect work opportunities (13%) and negative attitudes in the force (11%).

## **Uniform Impact on Retention and Role Choices**

- 13% of respondents from Humberside 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**

- 57% of respondents from Humberside Police agreed that there should be a national uniform across England and Wales, while 15% disagreed, and 28% feel neutral.

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

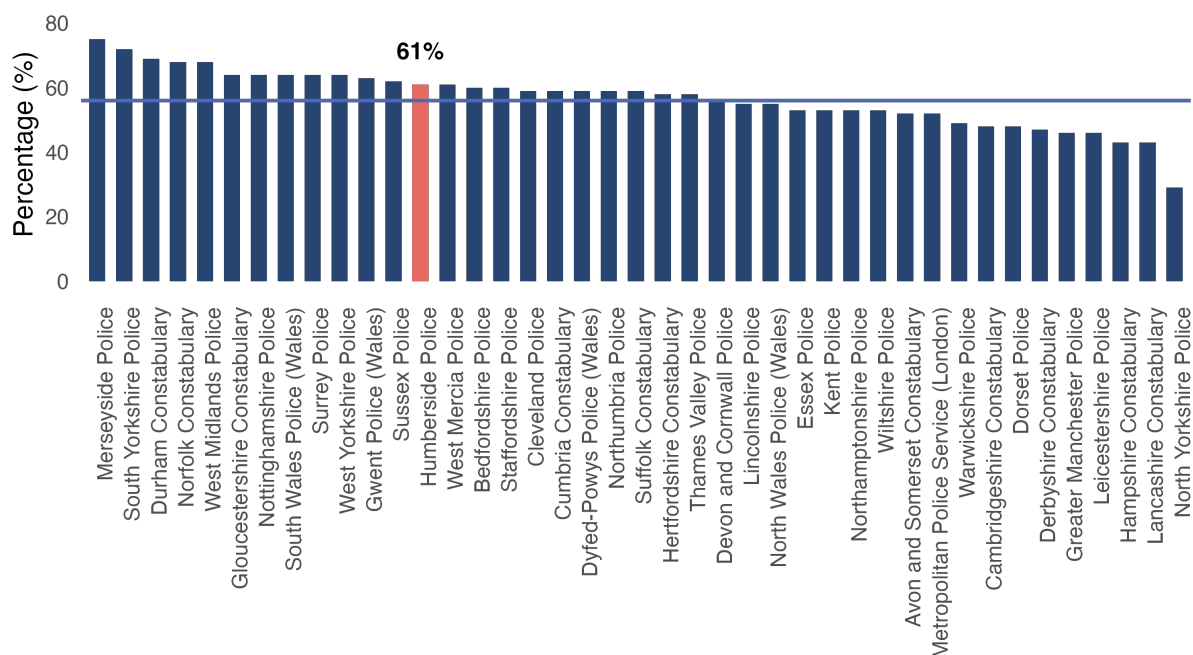


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

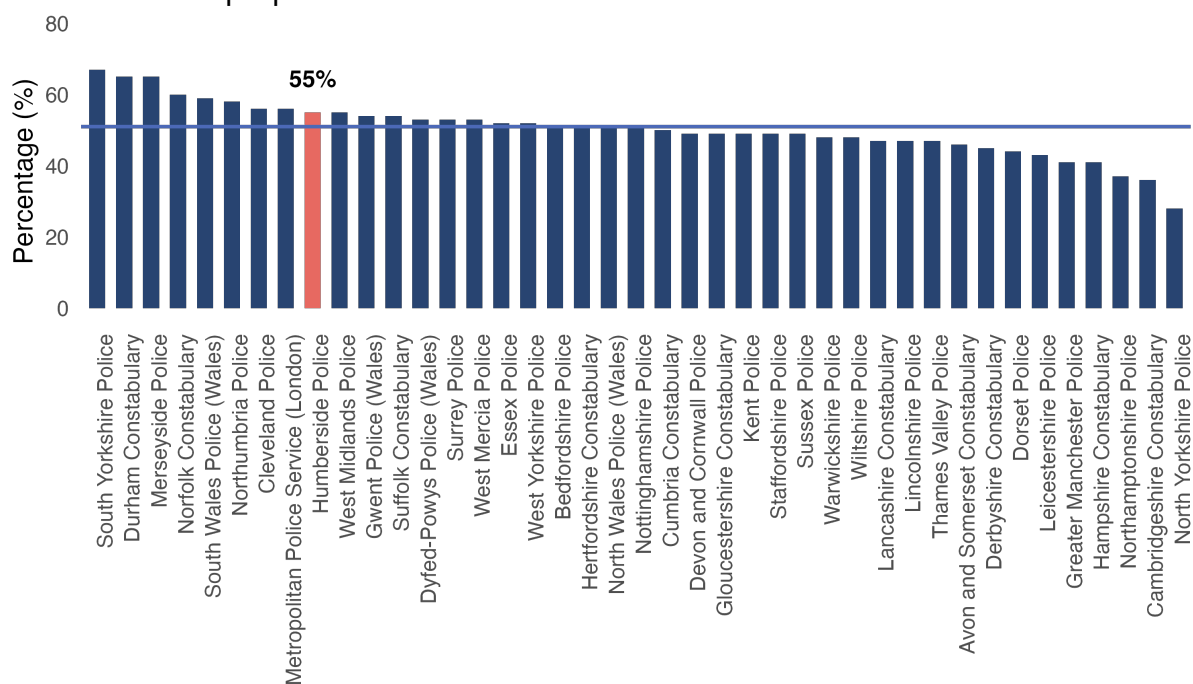


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

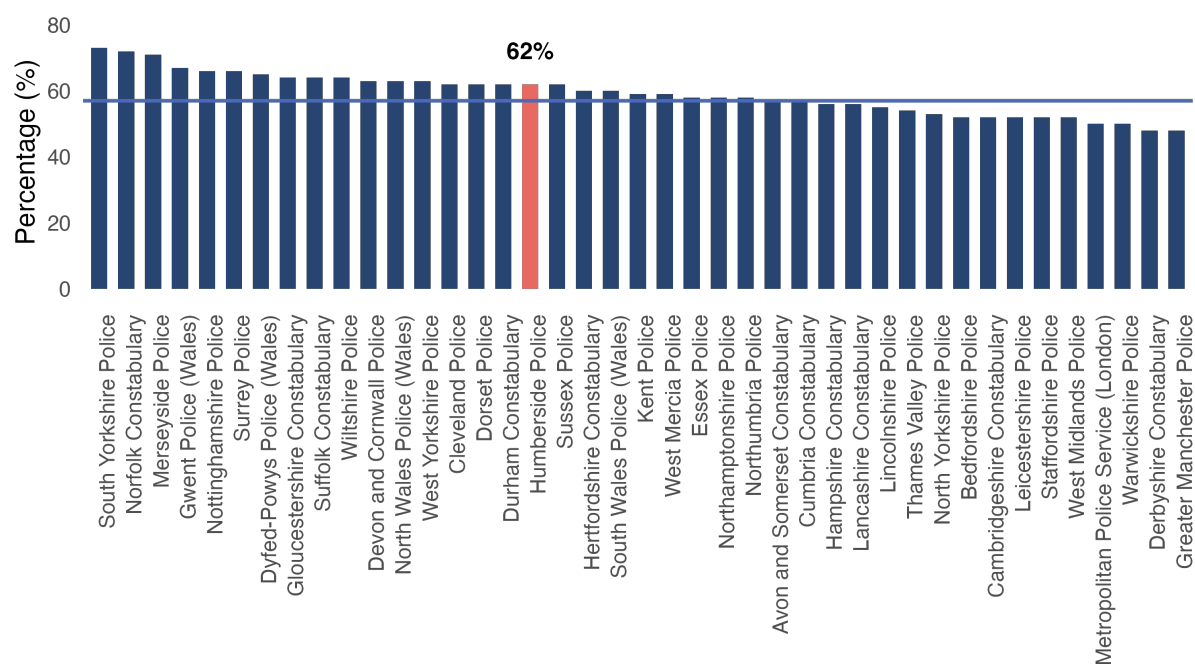


Figure 4: Proportion of uniform-related complaints where no action was taken.

