



## National Uniform & Equipment Survey 2024

# Lancashire Constabulary 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 Lancashire Constabulary<sup>1</sup>. National results and additional information are available in the main report **here**.

### Respondents and Response Rate

- 602 responses were recorded from Lancashire Constabulary, representing a response rate<sup>2</sup> of approximately 9% (based on March 2024 total police force headcount)<sup>3</sup>.
- 88% of respondents are police officers, and 12% are police staff.
- 31% of respondents identified as female, 49% as male, and 20% did not specify their sex.

### Overall Uniform Experience

- 43% of respondents from Lancashire 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 Lancashire Constabulary said their experience is 'positive', while 28% stated they have a 'neutral' experience.
- A third (33%) of respondents from Lancashire Constabulary said their uniform items interact together 'poorly' or 'very poorly', while 21% 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>.

- 27% said their uniform items do not interact well together with Personal Protective Equipment (PPE), compared with 30% who said their uniform items and PPE interact 'well'.

## Uniform Functionality and Fit

- 47% of respondents from Lancashire Constabulary disagreed that their uniform is fit for purpose.
- 63% of respondents from Lancashire Constabulary agreed that their uniform restricts their movement.
- 57% of respondents from Lancashire Constabulary said their uniform is not good quality, while 55% of respondents from this force said their uniform does not fit well.
- 48% of respondents from Lancashire Constabulary disagreed that their uniform is durable, while 30% agreed.
- Over half (52%) of respondents from Lancashire Constabulary said their uniform is uncomfortable, while 26% of respondents said they are comfortable in their uniform.
- 78% of respondents from Lancashire Constabulary disagreed that their uniform keeps them cool in summer, while only 7% agreed.
- 52% of respondents from Lancashire Constabulary disagreed that their uniform keeps them warm in winter, while 29% agreed. The majority (70%) of respondents disagreed that their uniform is waterproof.

## Uniform Items

- 62% of respondents from Lancashire Constabulary reported wearing cargo trousers. Of these respondents, 73% said that this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.

- 67% of those who wear general purpose trousers from Lancashire Constabulary said this item contributes to a negative uniform experience.
- 52% of respondents who wear a utility belt and 49% of those who wear a softshell fleece from Lancashire Constabulary said these items contribute to a negative uniform experience.
- 46% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while 45% of those who wear the all climate shirt report the same.

## Uniform Access and Stores

- 41% of respondents from Lancashire Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 37% said it is 'difficult' or 'extremely difficult'.
- 82% of respondents from Lancashire Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 6% said the store was too far to travel to, 7% did not know it was an option, and 3% said it is not an option to visit.
- Among those who had visited a store, 25% reported that items were not available in their size, and 29% said some but not all items were available in their size.
- Most respondents from Lancashire Constabulary received the items they ordered within weeks (57%), 20% received items within three months, and 14% received items within days.

## Uniform Cost

- 77% of respondents from Lancashire Constabulary agreed that cost drives uniform decisions, while only 3% disagreed.

## Perception of Uniform

- 60% of respondents from Lancashire Constabulary feel professional in their uniform, higher than the average across England and Wales of 51%. However, 21% said they do not feel professional in their uniform.
- 43% of respondents from Lancashire Constabulary feel they look smart in their uniform, while a third (33%) of respondents feel they do not look smart.
- 55% of respondents from Lancashire Constabulary feel proud in their uniform, while 17% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 56% of respondents from Lancashire 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, 86% of female respondents from Lancashire Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 60% of male respondents from this force.
- 40% of respondents from Lancashire Constabulary said that their uniform affects their relationship with their body.
- 14% respondents from Lancashire Constabulary said uniform affects their mental wellbeing, while 14% said their emotional wellbeing has been effected.

## Complaints and Sick Leave

- 30% of respondents from Lancashire Constabulary said they had made a uniform-related complaint.
- For 74% of these complaints, no action was taken.

- 5% of respondents from Lancashire Constabulary have taken time off work due to the negative effects of uniform, in line with the national average of 5%.
- 48% of respondents from Lancashire 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 Lancashire Constabulary included worries that taking sick leave would negatively affect work opportunities (13%) and negative attitudes in the force (7%).

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

- 12% of respondents from Lancashire 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**

- 47% of respondents from Lancashire Constabulary agreed that there should be a national uniform across England and Wales, while 20% disagreed, and 33% feel neutral.

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

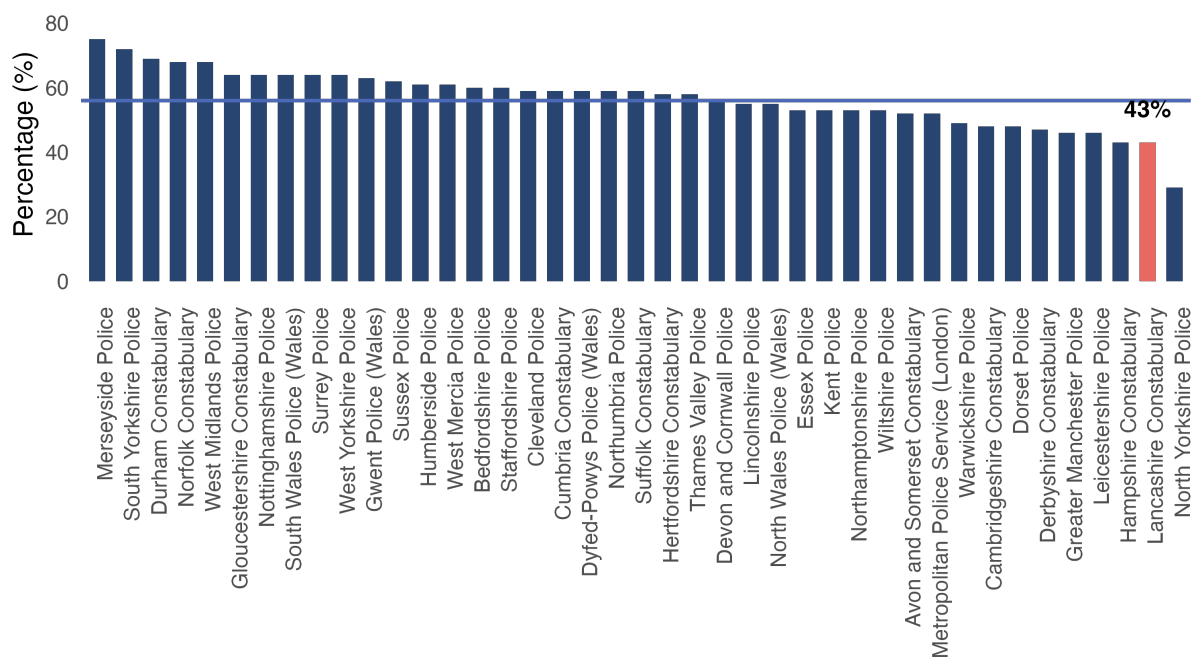


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

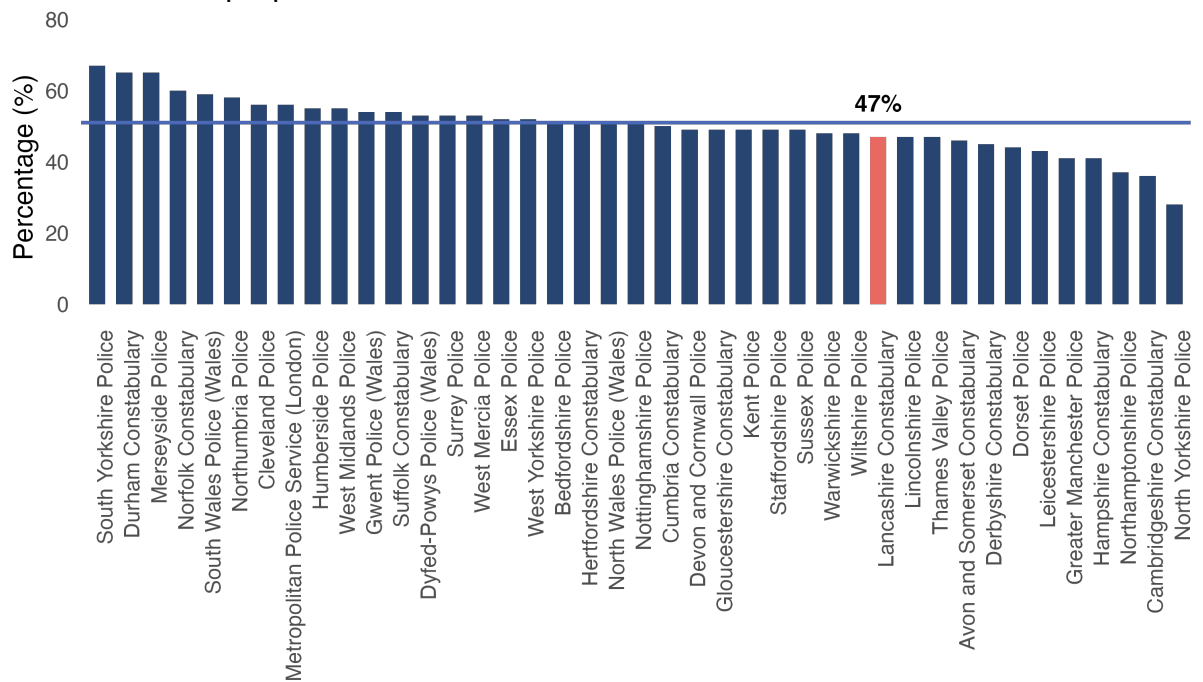


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

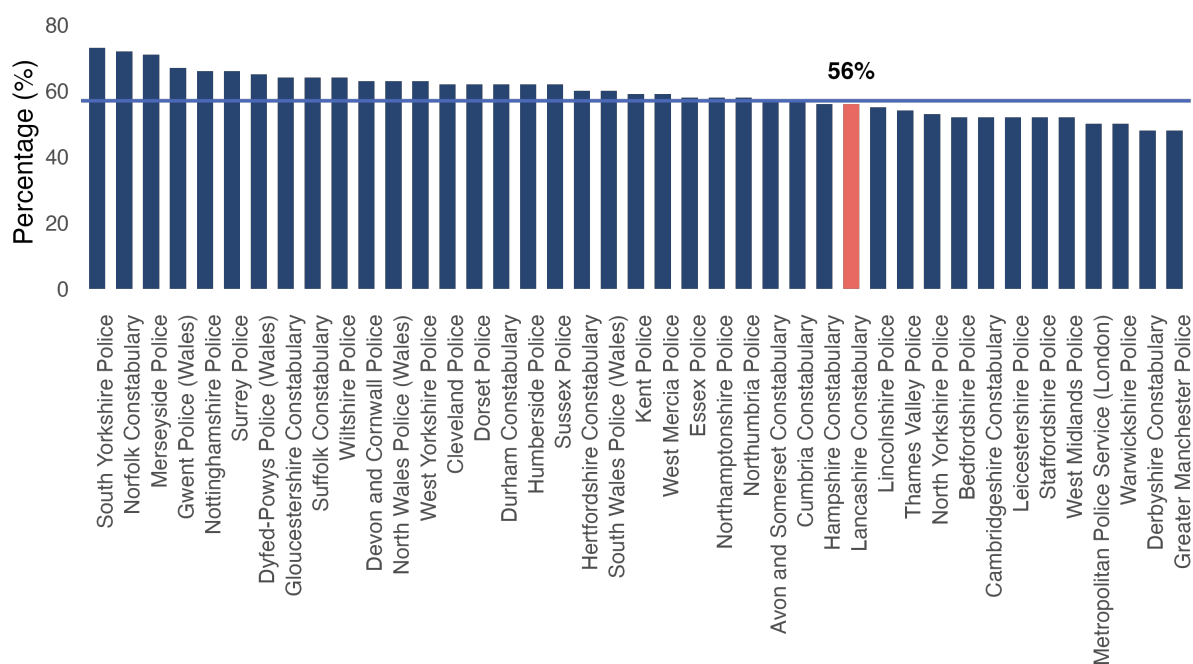


Figure 4: Proportion of uniform-related complaints where no action was taken.

