



National Uniform & Equipment Survey 2024

Lincolnshire 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 Lincolnshire Police¹. National results and additional information are available in the main report **here**.

Respondents and Response Rate

- 303 responses were recorded from Lincolnshire Police, representing a response rate² of approximately 12% (based on March 2024 total police force headcount)³.
- 77% of respondents are police officers, and 23% are police staff.
- 33% of respondents identified as female, 47% as male, and 20% did not specify their sex.

Overall Uniform Experience

- 55% of respondents from Lincolnshire Police said their experience of wearing uniform is 'negative' or 'extremely negative', slightly lower than the 56% average across the 43 forces in England and Wales.
- 23% of respondents from Lincolnshire Police said their experience is 'positive', while 22% stated they have a 'neutral' experience.
- 38% of respondents from Lincolnshire Police said their uniform items interact together 'poorly' or 'very poorly', while only 13% 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>.

- 34% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 18% said their uniform items and PPE interact 'well'.

Uniform Functionality and Fit

- 47% of respondents from Lincolnshire Police disagreed that their uniform is fit for purpose, while 28% agreed.
- 63% of respondents from Lincolnshire Police agreed that their uniform restricts their movement.
- Over half (52%) of respondents from Lincolnshire Police said that their uniform is not good quality, while 58% of respondents from this force said that their uniform does not fit well.
- 42% of respondents from Lincolnshire Police disagreed that their uniform is durable, while 31% agreed.
- 56% of respondents from Lincolnshire Police said their uniform is uncomfortable, while only 21% said they are comfortable in their uniform.
- 65% of respondents from Lincolnshire Police disagreed that their uniform keeps them cool in summer, while only 15% agreed.
- 38% of respondents from Lincolnshire Police disagreed that their uniform keeps them warm in winter, while 35% agreed. However, 55% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 73% of respondents from Lincolnshire Police reported wearing cargo trousers. Of these respondents, 62% said this item contributes negatively to their experience of wearing uniform.

- 74% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 68% of respondents who wear a utility vest from Lincolnshire Police said this item contributes to a negative uniform experience.
- 44% of those who wear general purpose trousers from Lincolnshire Police said this item contributes to a negative uniform experience.
- 45% of respondents who wear a bowler hat and 46% who wear a patrol helmet from Lincolnshire Police said that these items contribute to a negative uniform experience.
- The dress shirt - although worn by less respondents than some other items - contributes to a negative experience for 80% of those who wear this item from Lincolnshire Police.

Uniform Access and Stores

- Only 30% of respondents from Lincolnshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while half of respondents (50%) said it is 'difficult' or 'extremely difficult'.
- 69% of respondents from Lincolnshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 11% said the store was too far to travel to, 7% did not know it was an option, and 7% said they are not allowed to visit.
- Among those who had visited a store, 37% reported that items were not available in their size, and 33% said some but not all items were available in their size.
- Most respondents from Lincolnshire Police received the items they ordered within weeks (41%), 31% received items within three months, 10% received items within days, and 10% faced long wait times of three to six months.

Uniform Cost

- 74% of respondents from Lincolnshire Police agreed that cost drives uniform decisions, while only 4% disagreed.

Perception of Uniform

- 49% of respondents from Lincolnshire Police feel they look professional in their uniform, lower than the average across England and Wales of 51%. 27% said they do not feel professional in their uniform.
- 32% of respondents from Lincolnshire Police feel they look smart in their uniform, while 39% feel they do not look smart.
- 53% of respondents from Lincolnshire Police feel proud in their uniform, while 18% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 55% of respondents from Lincolnshire 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, 74% of female respondents from Lincolnshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 63% of male respondents from this force.
- 42% of respondents from Lincolnshire Police said that their uniform affects their relationship with their body.
- 16% respondents from Lincolnshire Police said uniform affects their mental wellbeing, while 20% said their emotional wellbeing has been effected.

Complaints and Sick Leave

- 42% of respondents from Lincolnshire Police said they had made a uniform-related complaint.
- For 77% of these complaints, no action was taken.
- 2% of respondents from Lincolnshire Police have taken time off work due to the negative effects of uniform, lower than the national average of 5%.
- 48% of respondents from Lincolnshire 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 Lincolnshire Police included worries that taking sick leave would negatively affect work opportunities (11%), negative attitudes in the force (9%), and a lack of perceived empathy from line managers (5%).

Uniform Impact on Retention and Role Choices

- 7% of respondents from Lincolnshire 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

- Half of respondents (50%) from Lincolnshire Police agreed that there should be a national uniform across England and Wales, while 9% disagreed, and 41% feel neutral.

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

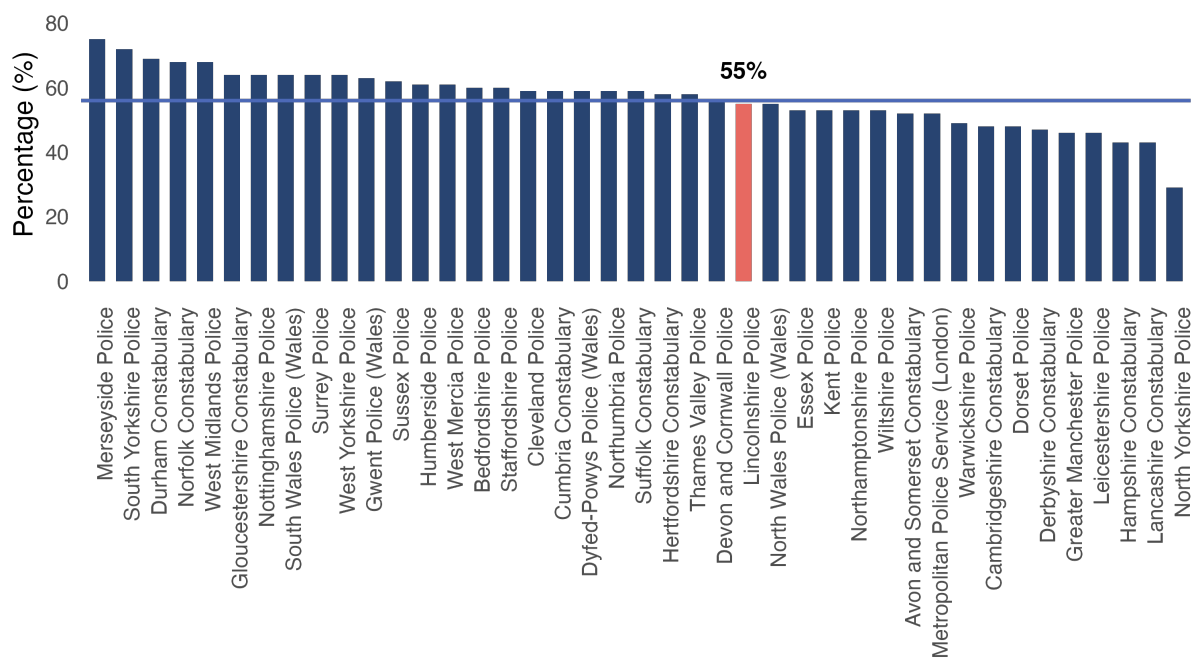


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

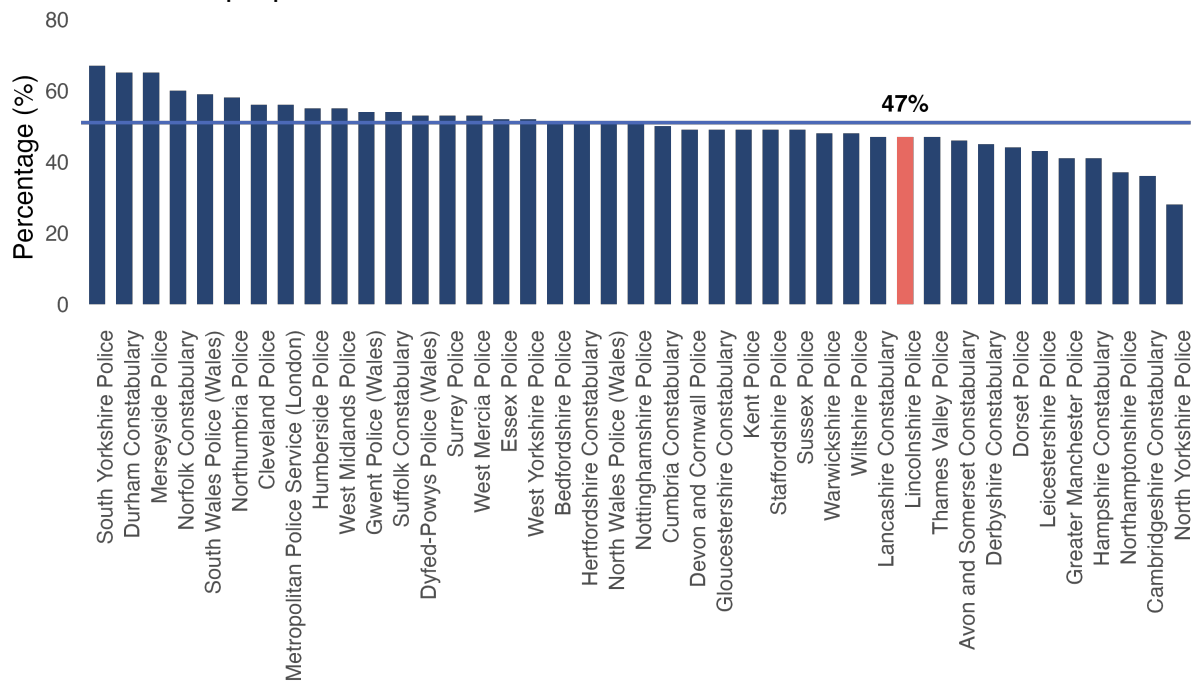


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

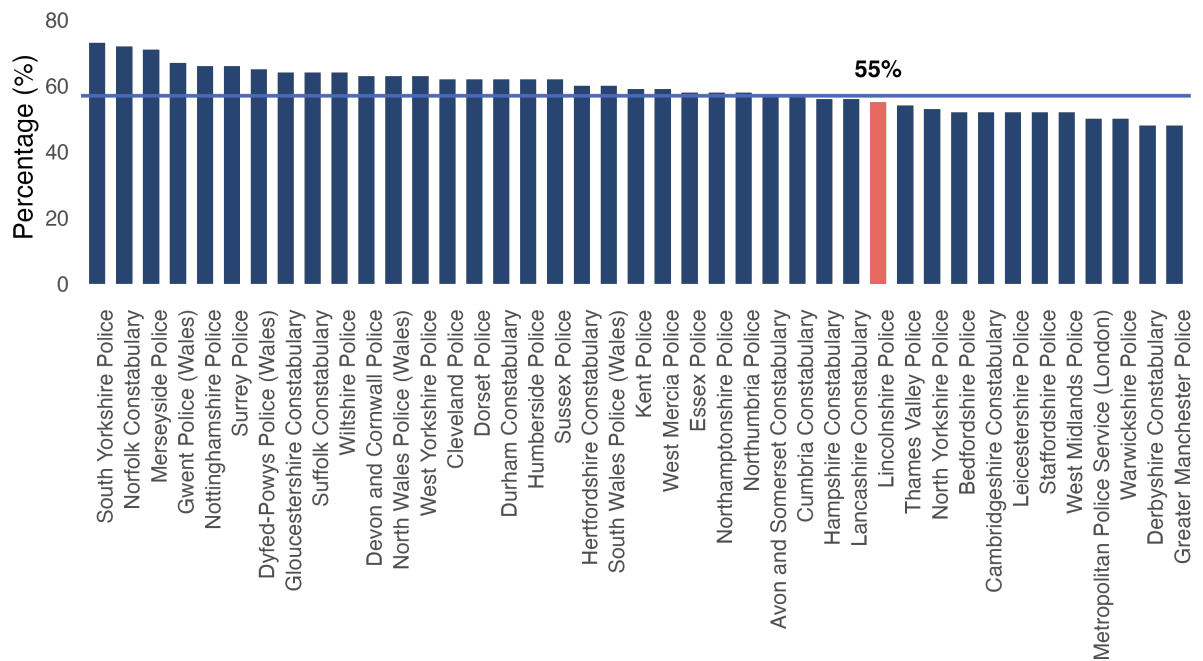


Figure 4: Proportion of uniform-related complaints where no action was taken.

