



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 324 responses were recorded from Norfolk Constabulary, representing a response rate² of approximately 9% (based on March 2024 total police force headcount)³.
- 94% of respondents are police officers, and 6% are police staff.
- 30% of respondents identified as female, 56% as male, and 14% did not specify their sex.

Overall Uniform Experience

- 68% of respondents from Norfolk Constabulary said their experience of wearing uniform is 'negative' or 'extremely negative', considerably higher than the 56% average across the 43 forces in England and Wales.
- 10% of respondents from Norfolk Constabulary said their experience is 'positive', while 22% stated that they have a 'neutral' experience.
- 54% of respondents from Norfolk Constabulary said their uniform items interact together 'poorly' or 'very poorly', while 12% of respondents said that 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>.

- 46% of respondents reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 14% of respondents said that their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 60% of respondents from Norfolk Constabulary disagreed that their uniform is fit for purpose.
- Over three quarters (76%) of respondents from Norfolk Constabulary agreed that their uniform restricts their movement, higher than the 64% average.
- Two in three (66%) of respondents from Norfolk Constabulary said their uniform is not good quality, while only 13% said that their uniform is good quality.
- 70% of respondents from Norfolk Constabulary disagreed that their uniform fits well, while only 14% said that their uniform does fit well.
- Half (50%) of respondents from Norfolk Constabulary disagreed that their uniform is durable, while 27% agreed.
- 67% of respondents from Norfolk Constabulary said that their uniform is uncomfortable, while only 14% said that they are comfortable in their uniform.
- 73% of respondents from Norfolk Constabulary disagreed that their uniform keeps them cool in summer, while only 8% agreed.
- 54% of respondents from Norfolk Constabulary disagreed that their uniform keeps them warm in winter, while 20% agreed. However, 68% of respondents disagreed that their uniform is waterproof.

Uniform Items

- 57% of respondents from Norfolk Constabulary reported wearing cargo trousers. Of these respondents, 74% said this item contributes negatively to their experience of wearing uniform, higher than the national average of 69%.

- 69% of those who wear general purpose trousers from Norfolk Constabulary said this item contributes to a negative uniform experience.
- 71% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- Two thirds (66%) of respondents who wear a bowler hat and 57% of respondents who wear a patrol helmet from Norfolk Constabulary said that these items contribute to a negative uniform experience.
- 67% of respondents who wear a dress shirt from Norfolk Constabulary said this item contributes to a negative uniform experience.
- 52% of respondents who wear a utility vest and 51% of respondents who wear a utility belt from Norfolk Constabulary said that these items contribute to a negative uniform experience.

Uniform Access and Stores

- Only 29% of respondents from Norfolk Constabulary said that obtaining new uniform items is 'easy' or 'extremely easy', while 50% said it is 'difficult' or 'extremely difficult'.
- 84% of respondents from Norfolk Constabulary reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 9% said the store was too far to travel to, 4% did not know it was an option, and 2% said it is not an option to visit.
- Among those who had visited a store, 19% stated that all required items were available in their size, 34% said some but not all items were available in their size, and 47% reported that items were not available in their size.
- Most respondents from Norfolk Constabulary received the items they ordered within three months (34%), 30% received items within weeks, and 22% faced long wait times of three to six months.

Uniform Cost

- 84% of respondents from Norfolk Constabulary agreed that cost drives uniform decisions, while only 3% disagreed.

Perception of Uniform

- 50% of respondents from Norfolk Constabulary said they feel professional in their uniform. However, 26% said they do not feel professional in their uniform.
- 36% of respondents from Norfolk Constabulary feel they look smart in their uniform, while 35% feel they do not look smart.
- 43% of respondents from Norfolk Constabulary feel proud in their uniform, while 26% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 72% of respondents from Norfolk 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, 91% of female respondents from Norfolk Constabulary reported at least one health condition they believe is caused or made worse by their uniform, compared to 76% of male respondents from this force.
- 43% of respondents from Norfolk Constabulary agreed that their uniform affects their relationship with their body.
- 24% respondents from Norfolk Constabulary agreed that their uniform affects their mental wellbeing, while 28% agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 51% of respondents from Norfolk Constabulary said they had made a uniform-related complaint.
- For around half (52%) of these complaints, no action was taken.
- 6% of respondents from Norfolk Constabulary have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- 63% of respondents from Norfolk 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 Norfolk Constabulary included negative attitudes in the force (13%), worries that taking sick leave would negatively affect work opportunities (12%), and a lack of perceived empathy from line managers (6%).

Uniform Impact on Retention and Role Choices

- 16% of respondents from Norfolk 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 Norfolk Constabulary agreed that there should be a national uniform across England and Wales, while 19% disagreed, and 34% feel neutral.

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

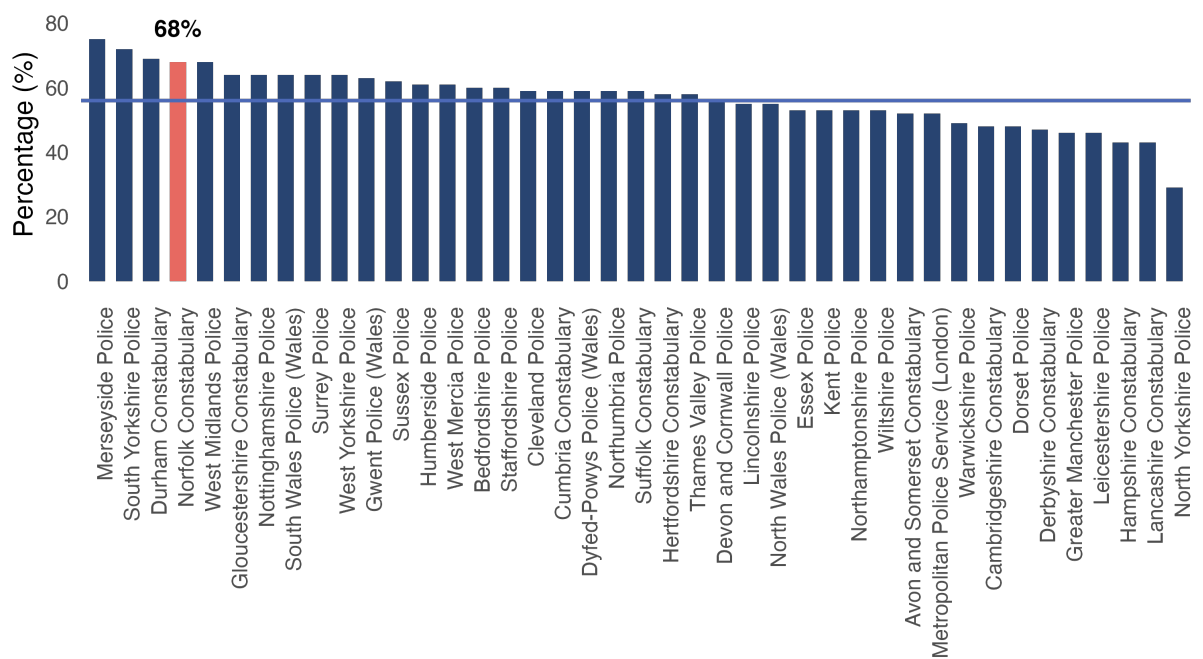


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

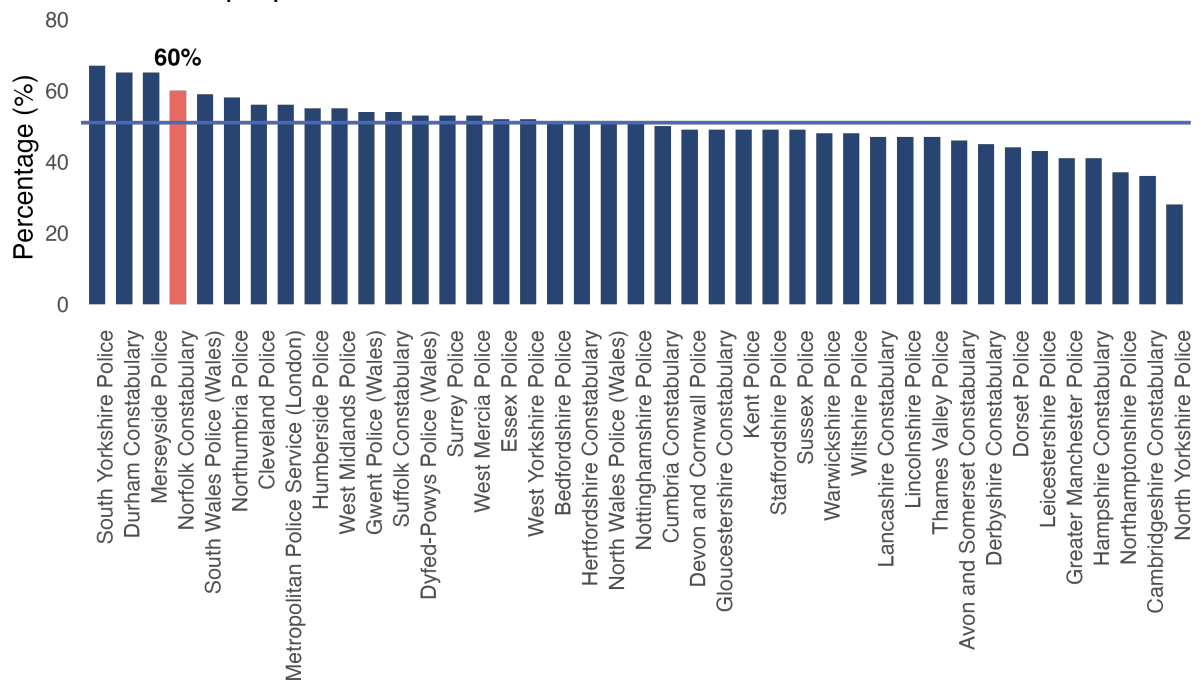


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

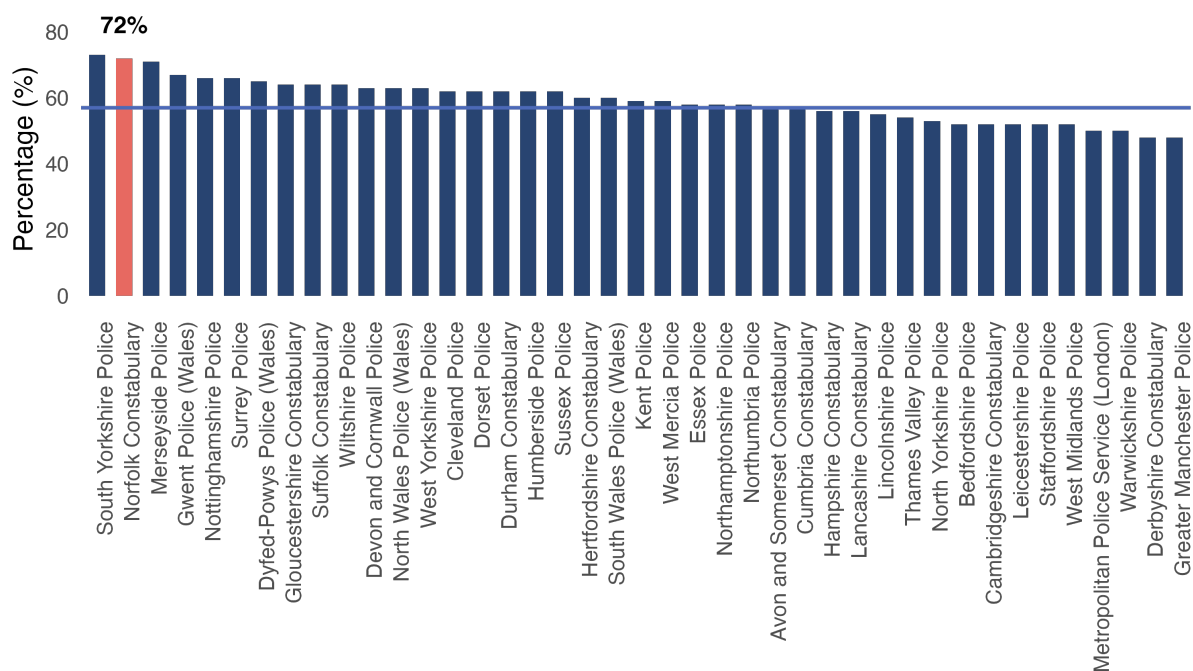


Figure 4: Proportion of uniform-related complaints where no action was taken.

