



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 155 responses were recorded from North Wales Police, representing a response rate² of approximately 5% (based on March 2024 total police force headcount)³.
- 87% of respondents are police officers, and 13% are police staff.
- 30% of respondents identified as female, 52% as male, and 17% did not specify their sex.

Overall Uniform Experience

- 55% of respondents from North Wales 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.
- 17% of respondents from North Wales Police said their experience is 'positive', while 28% stated that they have a 'neutral' experience.
- 43% of respondents from North Wales Police said their uniform items interact together 'poorly' or 'very poorly', while only 13% 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>.

- 32% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 30% of respondents said that their uniform and PPE interact 'well'.

Uniform Functionality and Fit

- 51% of respondents from North Wales Police disagreed that their uniform is fit for purpose.
- 69% of respondents from North Wales Police agreed that their uniform restricts their movement, higher than the 64% average.
- 57% of respondents from North Wales Police said their uniform is not good quality, while half (50%) of the respondents from this force said that their uniform does not fit well.
- 43% of respondents from North Wales Police disagreed that their uniform is durable, while 31% agreed.
- Half (50%) of the respondents from North Wales Police said that their uniform is uncomfortable, while only one in four (25%) said that they are comfortable in their uniform.
- 82% of respondents from North Wales Police disagreed that their uniform keeps them cool in summer, while only 3% agreed.
- 31% of respondents from North Wales Police said their uniform keeps them warm in winter, compared with 43% who disagreed. Two thirds (66%) disagreed that their uniform is waterproof.

Uniform Items

- The majority (75%) of respondents from North Wales Police reported wearing cargo trousers. Of these respondents, 83% said this item contributes negatively

to their experience of wearing uniform, considerably higher than the national average of 69%.

- 86% of respondents who wear general purpose trousers from North Wales Police said that this item contributes negatively to their uniform experience.
- 53% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 49% of respondents who wear a bowler hat and 49% of respondents who wear an all-climate shirt from North Wales Police said that these items contribute to a negative uniform experience.

Uniform Access and Stores

- 35% of respondents from North Wales Police said that obtaining new uniform items is 'easy' or 'extremely easy', while nearly half (47%) of respondents said it is 'difficult' or 'extremely difficult'.
- 65% of respondents from North Wales Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 15% said the store was too far to travel to, 9% did not know it was an option, and 7% said it is not an option to visit.
- Among those who had visited a store, 59% stated that all required items were available in their size, and 26% said some but not all items were available in their size.
- Most respondents from North Wales Police received the items they ordered within weeks (50%), 21% received items within three months, and 14% received items within days.

Uniform Cost

- 81% of respondents from North Wales Police agreed that cost drives uniform decisions, while only 3% disagreed.

Perception of Uniform

- 55% of respondents from North Wales Police feel 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.
- 36% of respondents from North Wales Police feel they look smart in their uniform, while 26% said they do not feel they look smart.
- 50% of respondents from North Wales Police feel proud in their uniform, while 19% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 62% of respondents from North Wales 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, 92% of female respondents from North Wales Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 68% of male respondents from this force.
- 26% of respondents from North Wales Police said that their uniform affects their relationship with their body.
- 18% of respondents from North Wales Police agreed that their uniform affects their mental wellbeing, while 16% said that their emotional wellbeing has been effected.

Complaints and Sick Leave

- A third (33%) of respondents from North Wales Police said they had made a uniform-related complaint.
- For 51% of these complaints, no action was taken.
- 2% of respondents from North Wales Police have taken time off work due to the negative effects of uniform, lower than the national average of 5%.
- 51% of respondents from North Wales 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 North Wales Police included worries that taking sick leave would negatively affect work opportunities (4%) and negative attitudes in the force (4%).

Uniform Impact on Retention and Role Choices

- 5% of respondents from North Wales 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

- 45% of respondents from North Wales Police agreed that there should be a national uniform across England and Wales, while 27% disagreed, and 28% feel neutral.

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

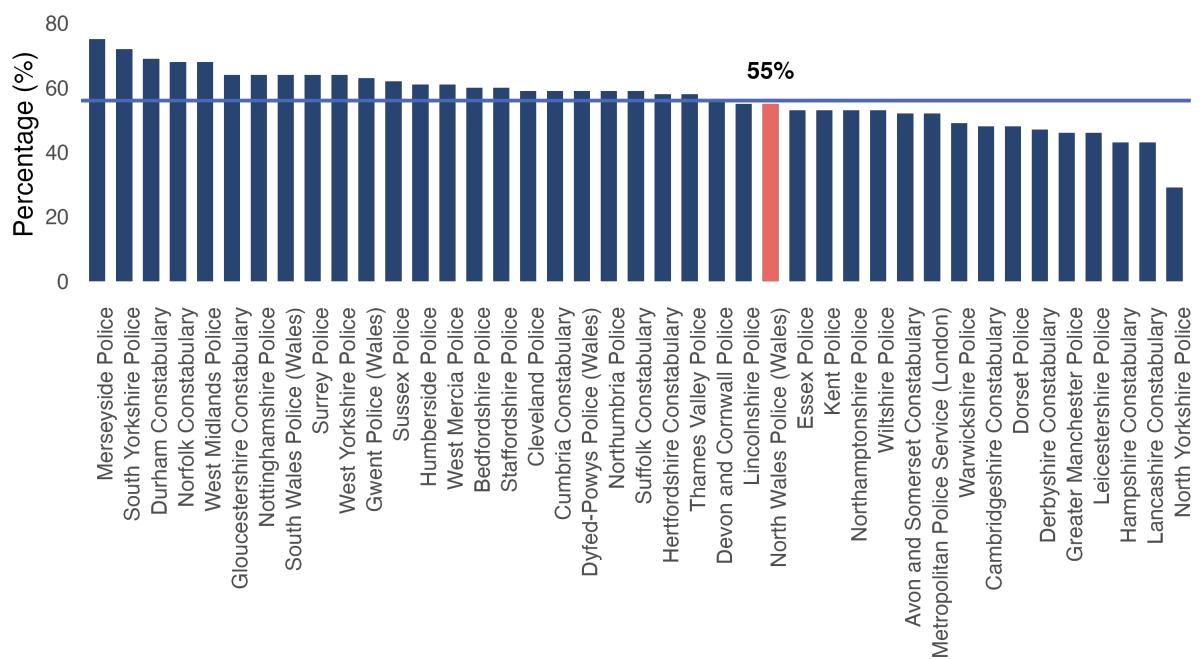


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

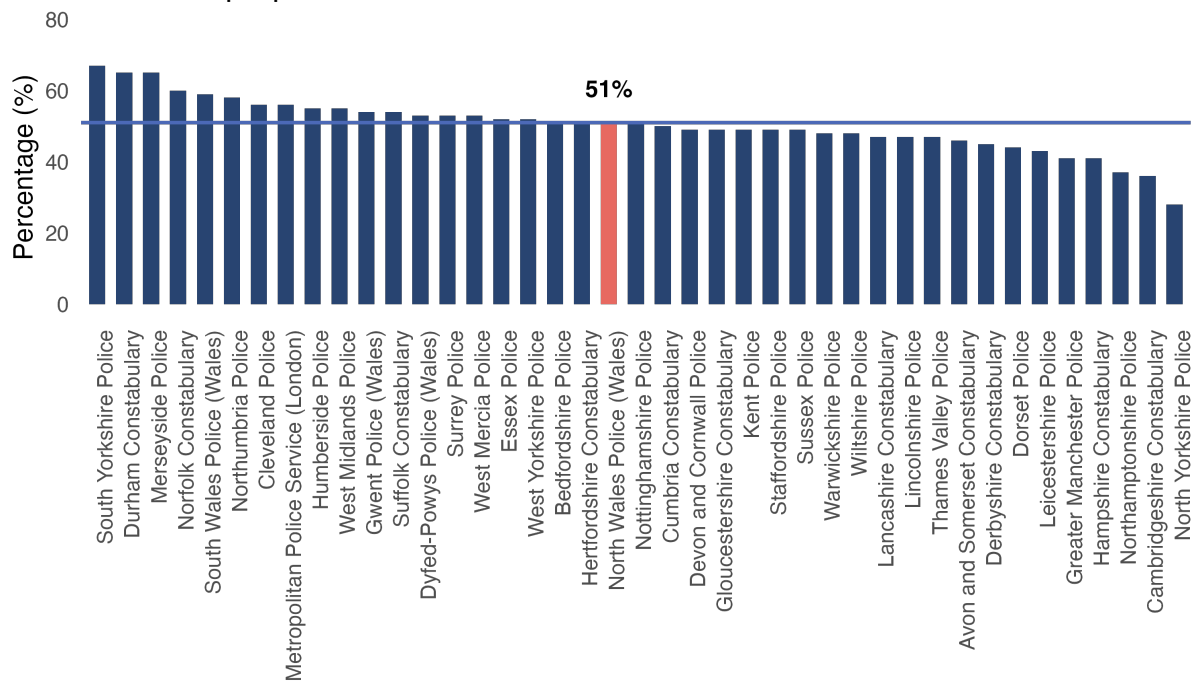


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

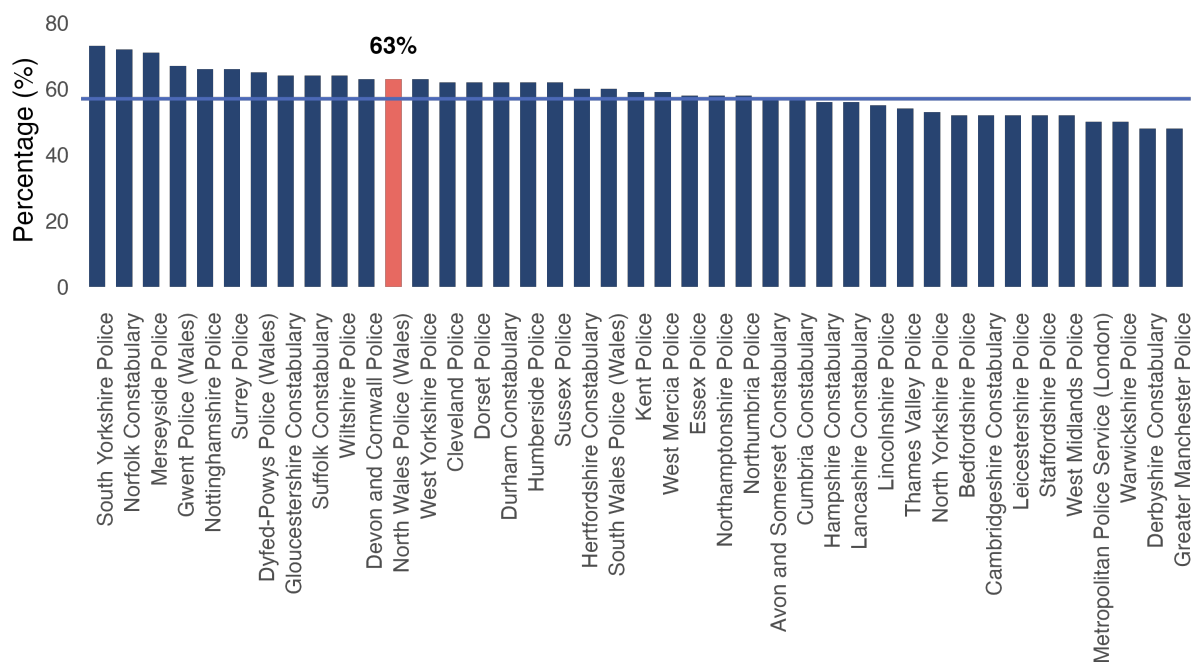


Figure 4: Proportion of uniform-related complaints where no action was taken.

