



National Uniform & Equipment Survey 2024

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

Respondents and Response Rate

- 374 responses were recorded from Surrey Police, representing a response rate² of approximately 8% (based on March 2024 total police force headcount)³.
- 89% of respondents are police officers, and 11% are police staff.
- 39% of respondents identified as female, 45% as male, and 16% did not specify their sex.

Overall Uniform Experience

- 64% of respondents from Surrey 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.
- 17% of respondents from Surrey Police said their experience is 'positive', while 18% stated they have a 'neutral' experience.
- 48% of respondents from Surrey 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>.

- 37% 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

- 53% of respondents from Surrey Police agreed that their uniform is fit for purpose, slightly higher than the 51% average across England and Wales.
- Two thirds (66%) of respondents from Surrey Police agreed that their uniform restricts their movement.
- 61% of respondents from Surrey Police disagreed that their uniform is good quality and only 14% agreed.
- Two thirds (66%) of respondents from Surrey Police disagreed that their uniform does not fit well, while only 15% agreed.
- 53% of respondents from Surrey Police disagreed that their uniform is durable, while 28% agreed.
- 64% of respondents from Surrey Police said their uniform is uncomfortable, only one in five (20%) said they are comfortable in their uniform.
- 76% of respondents from Surrey Police disagreed that their uniform keeps them cool in summer, while only 8% agreed.
- 37% of respondents from Surrey Police disagreed that their uniform keeps them warm in winter, and 61% disagreed that their uniform is waterproof.

Uniform Items

- Three quarters (75%) of respondents from Surrey 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%.

- 77% of respondents who wear general purpose trousers from Surrey Police said this item contributes to a negative uniform experience.
- 55% of respondents who wear a bowler hat from Surrey Police said this item contributes to a negative uniform experience.
- 53% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while 61% of those who wear ballistic body armour said the same.
- Half (50%) of respondents who wear a utility belt from Surrey Police said this item contributes to a negative uniform experience.

Uniform Stores

- 55% of respondents from Surrey Police said that obtaining new uniform items is 'easy' or 'extremely easy', while 26% of respondents said it is 'difficult' or 'extremely difficult'.
- 84% of respondents from Surrey Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 5% said the store was too far to travel to, 7% did not know it was an option, and 2% said it is not an option to visit.
- Among those who had visited a store, 35% reported that items were not available in their size, and 28% said some but not all items were available in their size.
- Most respondents from Surrey Police received the items they ordered within weeks (46%), 27% received items within three months, and 14% received items within days.

Uniform Cost

- 82% of respondents from Surrey Police agreed that cost drives uniform decisions, while only 5% disagreed.

Perception of Uniform

- 55% of respondents from Surrey Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, one in four respondents (25%) said that they do not feel professional in their uniform.
- 40% of respondents from Surrey Police feel they look smart in their uniform, while 28% feel they do not look smart.
- 48% of respondents from Surrey Police feel proud in their uniform, while 17% said they do not feel proud in their uniform.

Uniform and Health and Wellbeing

- 66% of respondents from Surrey 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, 90% of female respondents from Surrey Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 67% of male respondents from this force.
- 46% of respondents from Surrey Police agreed that their uniform affects their relationship with their body.
- 24% respondents from Surrey Police agreed that their uniform affects their mental wellbeing, while 23% agreed that their emotional wellbeing has been effected.

Complaints and Sick Leave

- 42% of respondents from Surrey Police said they had made a uniform-related complaint.
- For 74% of these complaints, no action was taken.
- 6% of respondents from Surrey Police have taken time off work due to the negative effects of uniform, slightly higher than the national average of 5%.
- Almost half of the respondents (49%) from Surrey 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 Surrey Police included negative attitudes in the force (9%), worries that taking sick leave would negatively affect work opportunities (9%), previous negative experiences disclosing uniform-related issues (8%), and a lack of perceived empathy from line managers (5%).

Uniform Impact on Retention and Role Choices

- 14% of respondents from Surrey 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

- 39% of respondents from Surrey Police agreed that there should be a national uniform across England and Wales, while 23% disagreed, and 38% feel neutral.

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

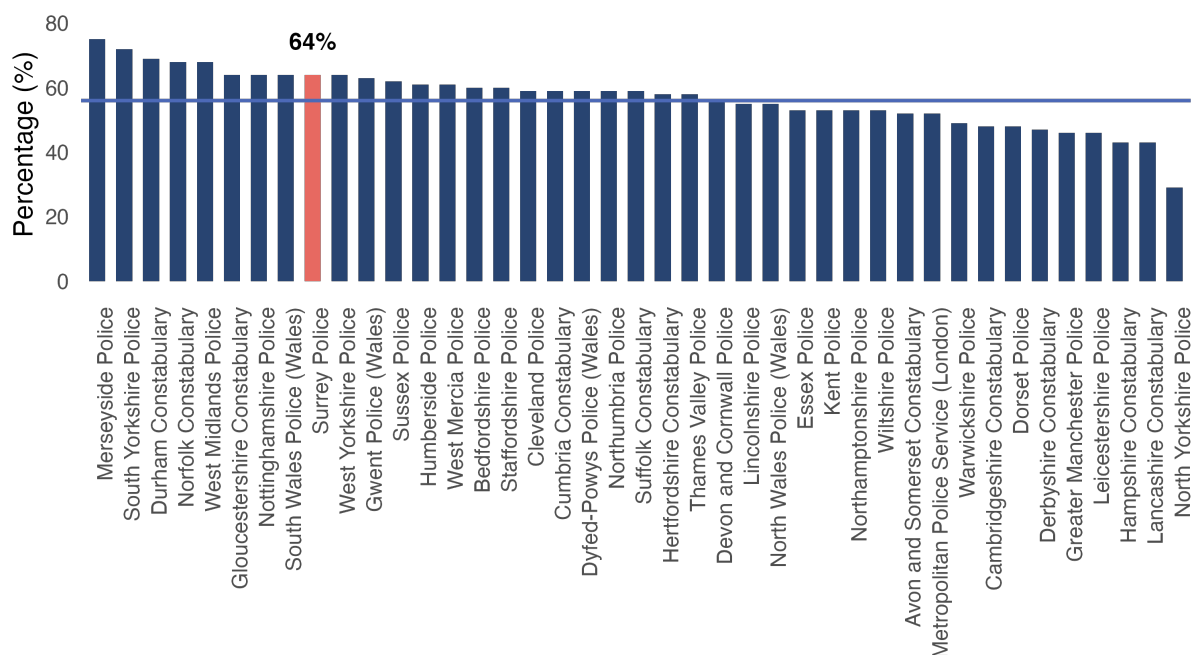


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

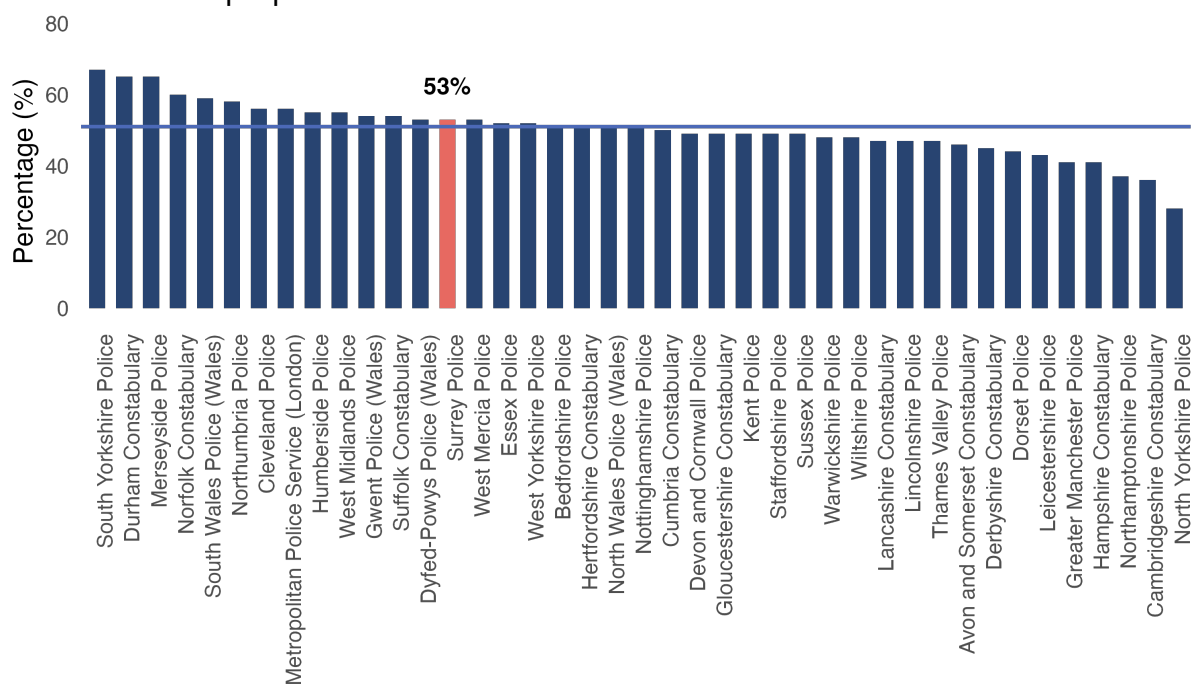


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

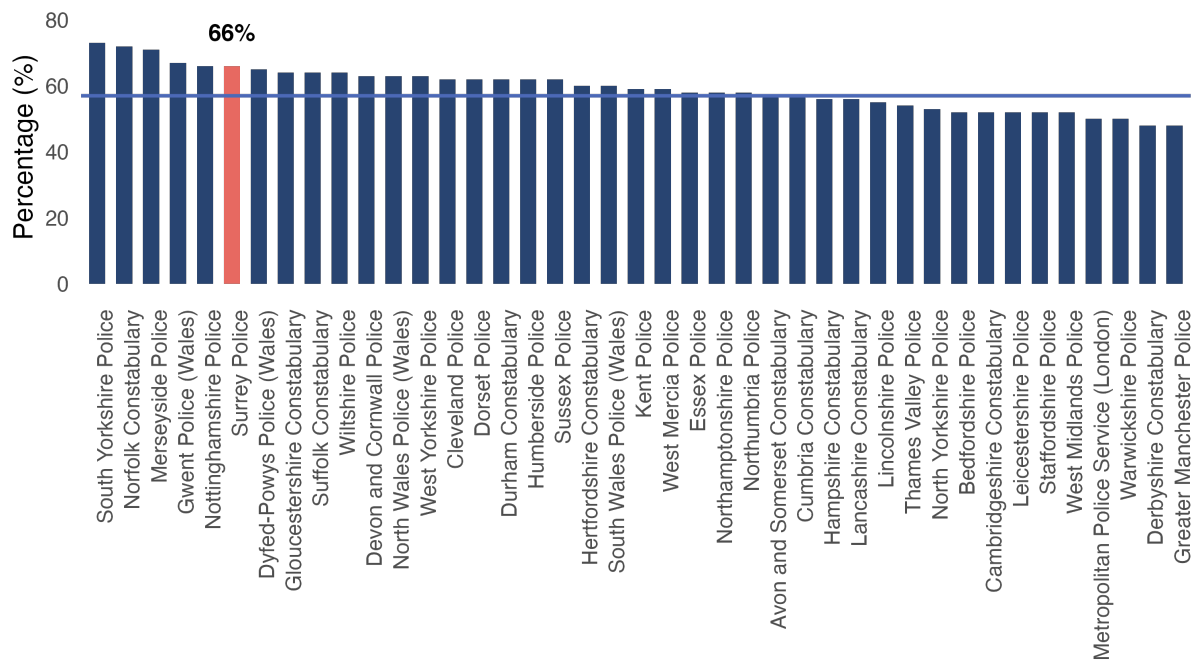


Figure 4: Proportion of uniform-related complaints where no action was taken.

