



## National Uniform & Equipment Survey 2024

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

### Respondents and Response Rate

- 118 responses were recorded from Warwickshire Police, representing a response rate<sup>2</sup> of approximately 6% (based on March 2024 total police force headcount)<sup>3</sup>.
- 79% of respondents are police officers, and 21% are police staff.
- 26% of respondents identified as female, 51% as male, and 23% did not specify their sex.

### Overall Uniform Experience

- Almost half (49%) of respondents from Warwickshire 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.
- 26% of respondents from Warwickshire Police said their experience is 'positive', while 25% stated they have a 'neutral' experience.
- 35% of respondents from Warwickshire Police said their uniform items interact together 'poorly' or 'very poorly', while only 14% of respondents said their uniform items interact 'well'.

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<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>.

- 28% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 20% said their uniform and PPE interact 'well'.

## Uniform Functionality and Fit

- Almost half (48%) of respondents from Warwickshire Police disagreed that their uniform is fit for purpose, while 24% agreed.
- 63% of respondents from Warwickshire Police agreed that their uniform restricts their movement.
- 45% of respondents from Warwickshire Police said that their uniform is not good quality, while 58% of respondents from this force said that their uniform does not fit well.
- 40% of respondents from Warwickshire Police disagreed that their uniform is durable, while 35% agreed.
- 52% of respondents from Warwickshire Police said that their uniform is uncomfortable, while 27% said they are comfortable in their uniform.
- 71% of respondents from Warwickshire Police disagreed that their uniform keeps them cool in summer, while only 12% agreed.
- 38% of respondents from Warwickshire Police disagreed that their uniform keeps them warm in winter, and 51% disagreed that their uniform is waterproof.

## Uniform Items

- 73% of those who wear general purpose trousers from Warwickshire Police said this item contributes to a negative uniform experience.
- 52% of respondents from Warwickshire Police reported wearing cargo trousers. Of these respondents, 56% said that this item contributes negatively to their experience of wearing uniform, lower than the national average of 69%.

- 71% of respondents who wear a patrol helmet and 59% of respondents who wear a bowler hat from Warwickshire Police said that these items contribute to a negative uniform experience.
- 64% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience, while 67% of those who wear ballistic body armour reported the same.

## Uniform Access and Stores

- 29% of respondents from Warwickshire Police said that obtaining new uniform items is 'easy' or 'extremely easy', while half (50%) of respondents said it is 'difficult' or 'extremely difficult'.
- 80% of respondents from Warwickshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 5% did not know it was an option, and 8% said it is not an option to visit.
- Among those who had visited a store, 22% reported that items were not available in their size, and 25% said some but not all items were available in their size.
- Most respondents from Warwickshire Police received the items they ordered within three months (36%), 25% received items within weeks, and 22% faced long wait times of three to six months.

## Uniform Cost

- 78% of respondents from Warwickshire Police agreed that cost drives uniform decisions. No respondents disagreed, while the remaining 23% neither agreed nor disagreed.

## Perception of Uniform

- 65% of respondents from Warwickshire Police feel professional in their uniform, higher than the average across England and Wales of 51%. However, 17% said they do not feel professional in their uniform.
- 40% of respondents from Warwickshire Police feel they look smart in their uniform, while 28% feel that they do not look smart.
- 48% of respondents from Warwickshire Police feel proud in their uniform, while 19% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- Half of the respondents (50%) from Warwickshire 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, 87% of female respondents from Warwickshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 52% of male respondents from this force.
- 30% of respondents from Warwickshire Police agreed that their uniform affects their relationship with their body.
- 12% respondents from Warwickshire Police agreed that their uniform affects their mental wellbeing, while 13% agreed that their emotional wellbeing has been affected.

## Complaints and Sick Leave

- 36% of respondents from Warwickshire Police said they had made a uniform-related complaint.
- For 61% of these complaints, no action was taken.

- 4% of respondents from Warwickshire Police have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 40% of respondents from Warwickshire 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 Warwickshire Police included negative attitudes in the force (21%), worries that taking sick leave would negatively affect opportunities (14%), worries that colleagues would find out (10%), a lack of perceived empathy from line managers (7%), and previous negative experiences disclosing uniform-related issues (7%).

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

- 19% of respondents from Warwickshire 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 Warwickshire Police agreed that there should be a national uniform across England and Wales, while 13% disagreed, and 42% feel neutral.

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

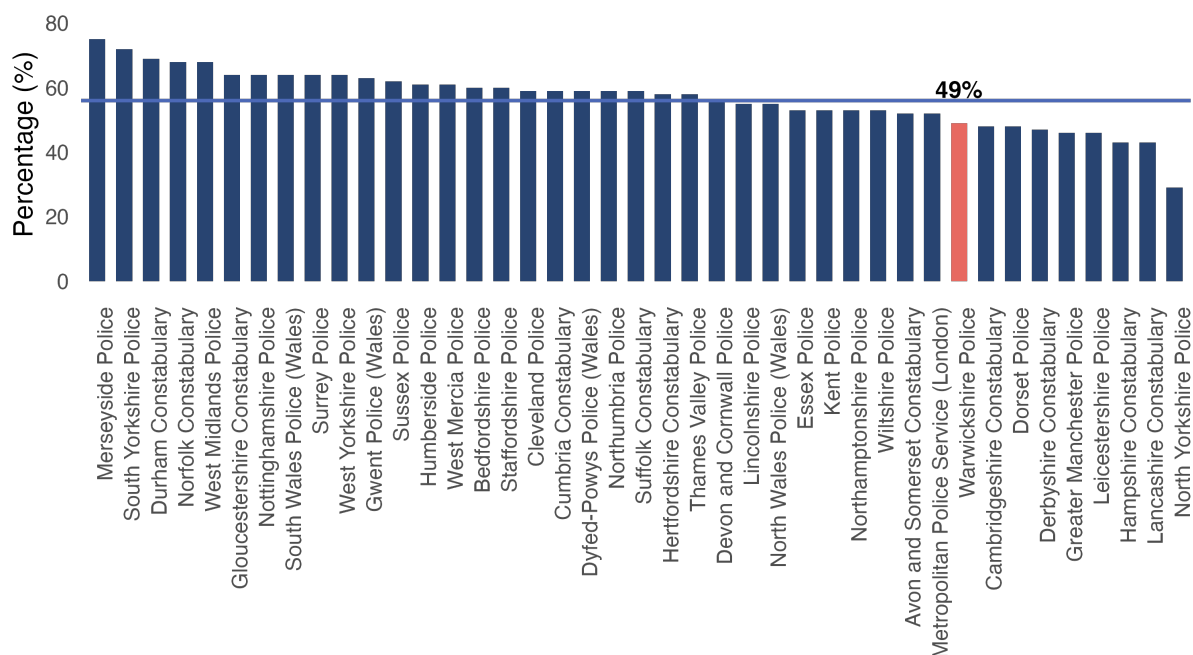


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

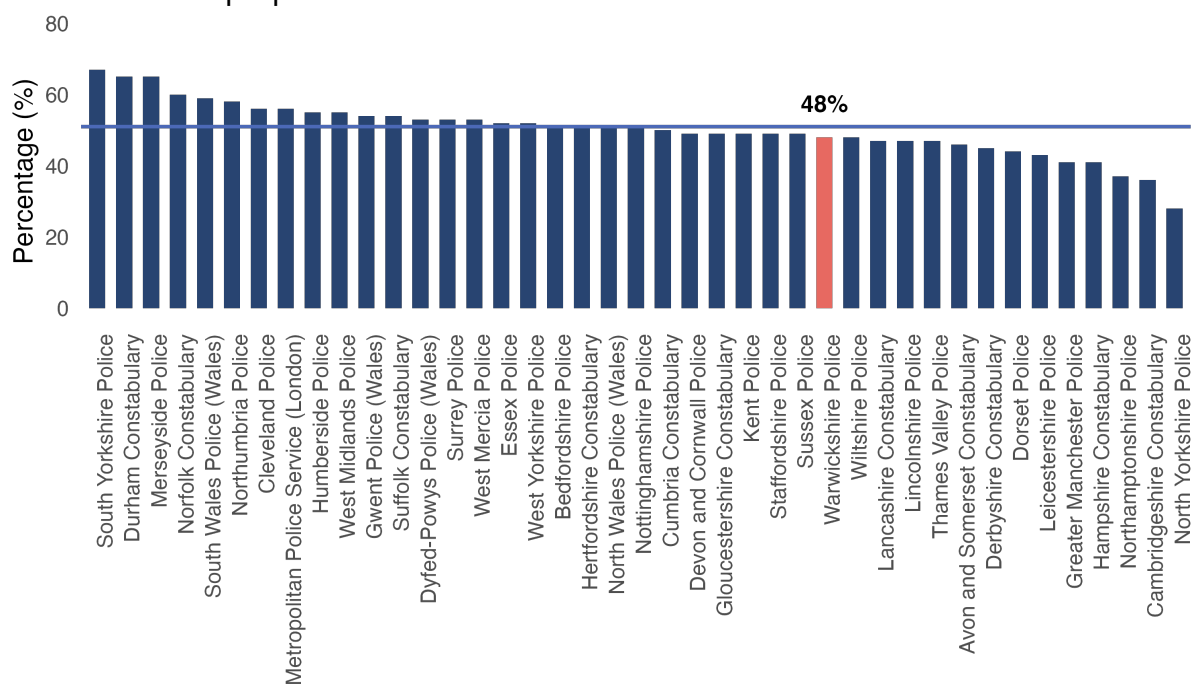


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

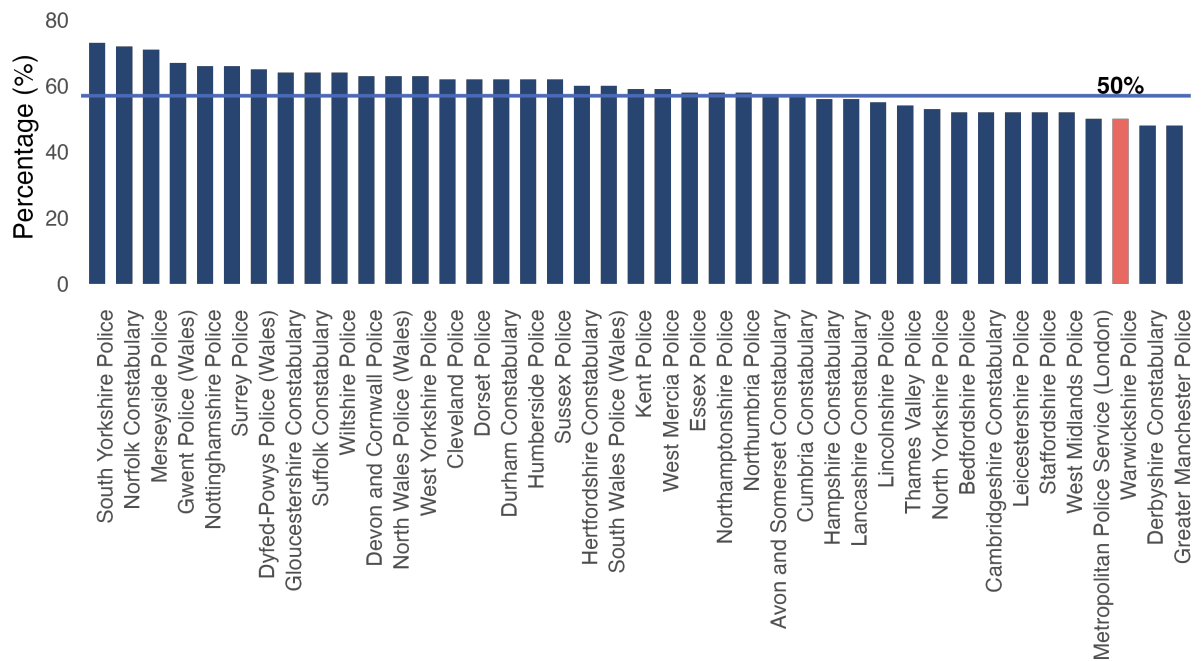


Figure 4: Proportion of uniform-related complaints where no action was taken.

