



## National Uniform & Equipment Survey 2024

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

### Respondents and Response Rate

- 1423 responses were recorded from West Yorkshire Police, representing a response rate<sup>2</sup> of approximately 13% (based on March 2024 total police force headcount)<sup>3</sup>.
- 75% of respondents are police officers, and 25% are police staff.
- 36% of respondents identified as female, 47% as male, and 18% did not specify their sex.

### Overall Uniform Experience

- 64% of respondents from West Yorkshire 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.
- 15% of respondents from West Yorkshire Police said their experience is 'positive', while 21% stated they have a 'neutral' experience.
- 39% of respondents from West Yorkshire Police said their uniform items interact together 'poorly' or 'very poorly', while only 15% 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>.

- 30% reported that their uniform items do not interact well together with Personal Protective Equipment (PPE), while 18% said their uniform and PPE interact 'well'.

## Uniform Functionality and Fit

- 52% of respondents from West Yorkshire Police disagreed that their uniform is fit for purpose.
- 67% of respondents from West Yorkshire Police agreed that their uniform restricts their movement, higher than the 64% average across England and Wales.
- 62% of respondents from West Yorkshire Police disagreed that their uniform is good quality and 15% agreed.
- 65% of respondents from West Yorkshire Police said their uniform does not fit well, while only 17% of respondents said that their uniform fits well.
- 44% of respondents from West Yorkshire Police disagreed that their uniform is durable, while 28% agreed.
- Two in three (66%) respondents from West Yorkshire Police said their uniform is uncomfortable, while only 18% said they are comfortable in their uniform.
- Three quarters (75%) of respondents from West Yorkshire Police disagreed that their uniform keeps them cool in summer, while only 7% agreed.
- 47% of respondents from West Yorkshire Police disagreed that their uniform keeps them warm in winter, and two thirds (66%) disagreed that their uniform is waterproof.

## Uniform Items

- 59% of respondents from West Yorkshire Police reported wearing cargo trousers. Of these respondents, 82% said this item contributes negatively to their experience of wearing uniform, significantly higher than the national average of 69%.

- 79% of respondents who wear general purpose trousers from West Yorkshire Police said this item contributes to a negative uniform experience.
- 57% of respondents who wear general purpose body armour (GPBA) said it contributes to a negative uniform experience.
- 52% of respondents who wear a flat cap and 46% of respondents who wear a patrol helmet from West Yorkshire Police said that these items contribute to a negative uniform experience.
- 43% of respondents who wear an all-climate shirt and 43% who wear a utility vest from West Yorkshire Police said that these items contribute to a negative uniform experience.

## Uniform Access and Stores

- A third (33%) of respondents from West Yorkshire 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'.
- 56% of respondents from West Yorkshire Police reported that they have visited their local uniform store.
- The remaining respondents indicated the following reasons for not visiting a store: 14% did not know it was an option, 13% said it is not an option to visit, and 12% said they are not allowed to visit.
- Among those who had visited a store, 23% reported that items were not available in their size, 21% said some but not all items were available in their size, and 56% could access the items required in their size.
- Most respondents from West Yorkshire Police received the items they ordered within weeks (54%), 20% received items within three months, and 19% received items within days.

## Uniform Cost

- 78% of respondents from West Yorkshire Police agreed that cost drives uniform decisions, while only 4% disagreed.

## Perception of Uniform

- 49% of respondents from West Yorkshire Police feel professional in their uniform, lower than the average across England and Wales of 51%. However, 28% said they do not feel professional in their uniform.
- A third (33%) of respondents from West Yorkshire Police feel they look smart in their uniform, while a larger number (39%) feel they do not look smart.
- 46% of respondents from West Yorkshire Police feel proud in their uniform, while 21% said they do not feel proud in their uniform.

## Uniform and Health and Wellbeing

- 63% of respondents from West Yorkshire 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 West Yorkshire Police reported at least one health condition they believe is caused or made worse by their uniform, compared to 66% of male respondents from this force.
- 44% of respondents from West Yorkshire Police said that their uniform affects their relationship with their body.
- One in five (20%) respondents from West Yorkshire Police agreed that their uniform affects their mental wellbeing, while 22% agreed that their emotional wellbeing has been effected.

## Complaints and Sick Leave

- 37% of respondents from West Yorkshire Police said they had made a uniform-related complaint.
- For 67% of these complaints, no action was taken.
- 4% of respondents from West Yorkshire Police have taken time off work due to the negative effects of uniform, slightly lower than the national average of 5%.
- 57% of respondents from West Yorkshire 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 West Yorkshire Police included concerns that taking sick leave would negatively affect work opportunities (8%), negative attitudes in the force (6%), and a lack of perceived empathy from line managers (5%).

## Uniform Impact on Retention and Role Choices

- 15% of respondents from West Yorkshire 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

- 42% of respondents from West Yorkshire Police agreed that there should be a national uniform across England and Wales, while 17% disagreed, and 42% feel neutral.

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

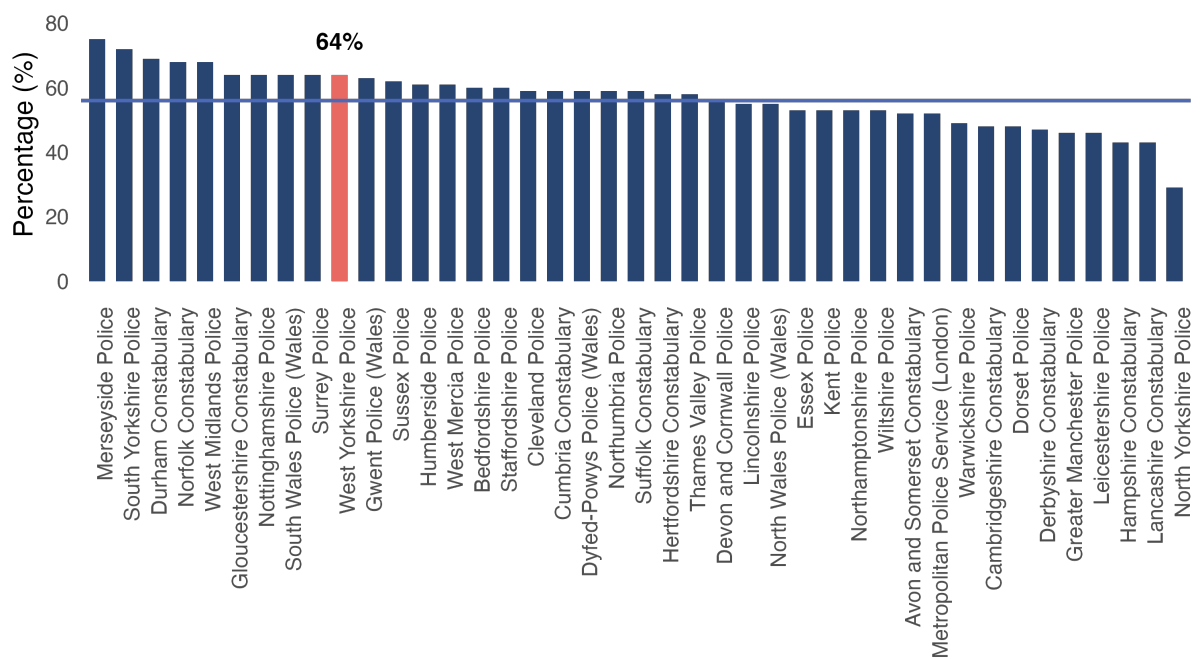


Figure 2: Proportion of respondents who disagreed or strongly disagreed that their uniform is fit for purpose.

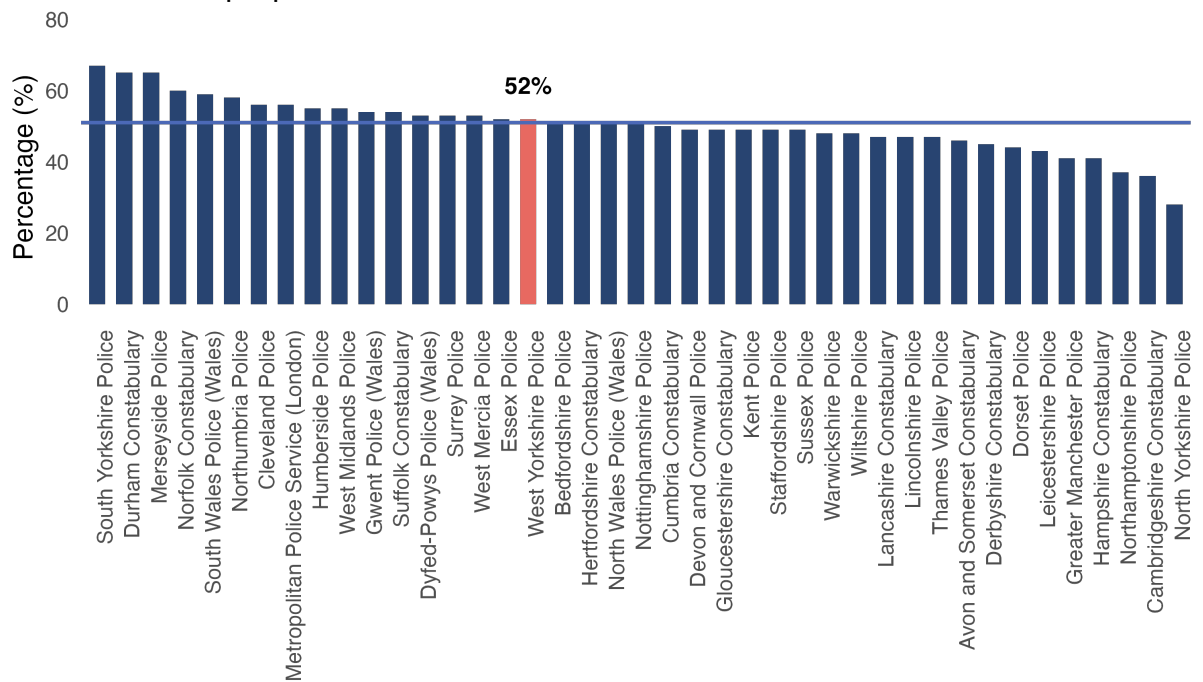


Figure 3: Proportion of respondents who reported one or more physical health conditions they believe to have been caused or made worse by their uniform.

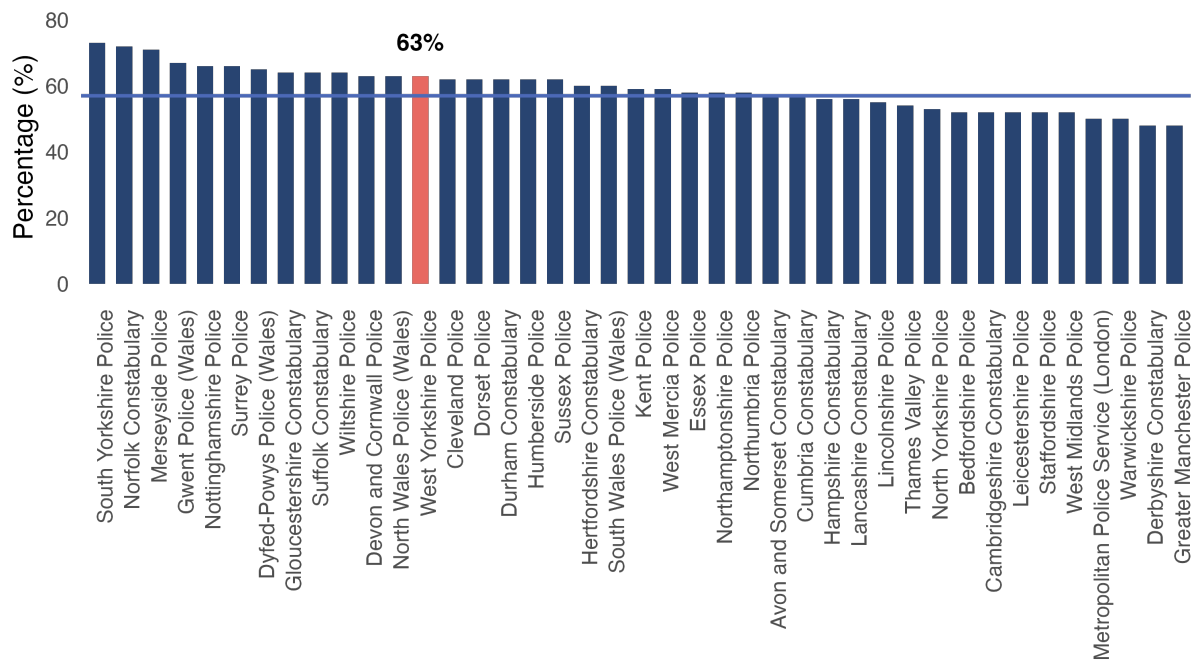


Figure 4: Proportion of uniform-related complaints where no action was taken.

