



UNIFORM, EQUIPMENT AND APPEARANCE POLICY

Executive Summary

This document outlines the West Midlands Police (WMP) policy, mandating compliance from all colleagues and wider personnel, including our contractors.

Our policy is built on four core principles:

- **Maintaining a professional image:** Our goal is to present an image that conveys confidence, credibility, and respect. We aim to ensure that no member of the public feels uncomfortable or threatened by the appearance of colleagues and wider personnel
- **Commitment to safety:** We pledge to equip all colleagues with the necessary tools to perform their duties safely and effectively. In return, colleagues must ensure the proper care and maintenance of their equipment
- **Ownership and responsibility:** Your issued uniform and equipment, and protective clothing remain the property of WMP. Do not wear them off-duty or allow unauthorised individuals to use or access them. You are responsible for storing and maintaining your own kit. Follow the washing instructions on each garment and use the lockers provided. If you lose or damage any item, or if something is faulty or no longer fits, arrange for a replacement through Uniform Services
- **Commitment to sustainability:** We are dedicated to adopting greener processes. It is expected that uniform and equipment will be returned and recycled whenever possible

This policy clearly defines the responsibilities of all colleagues in maintaining a consistent, professional image at all times.

Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Scope

The Chief Constable has overall direction and control of WMP and is accountable for all policies and supporting documents of the organisation and its actions. Adherence to this force policy will be expected from all colleagues (officers, police staff and volunteers – both uniformed or non-uniformed, operational, or non-operational) and wider personnel, including contractors (unless otherwise stated)

- This policy supersedes any departmental policies
- This policy does not cover specific uniform or equipment for specific roles, these are found in your [Scales of Issue](#) relevant for the role you are undertaking
- For the latest advice and information on ordering procedures, adjustments/tailoring, and other uniform-related matters, please refer to the [Uniform & Equipment](#) page where you will also find a Frequently Asked Questions section
- For guidance on our expectations of your appearance, please refer to the [Uniform & Equipment page](#), where you will find visual illustration of our standards



Objectives

This policy aims to:

- Equip you with the right knowledge of how you can maintain a professional image in line with our expectations
- Make sure you have the necessary uniform and equipment to keep you safe
- Empower you to understand your responsibilities in maintaining your uniform and equipment
- Outline our commitment to sustainability, and how you can play your part
- Provide guidance to empower line managers to make assessments around individual circumstances in line with the policy

Throughout this policy it will refer to roles as:

- Non-Uniformed Operational
- Uniformed Operational
- Non-Uniformed Non-Operational
- Uniformed Non-Operational

Definitions/Acronyms

ACC	Assistant Chief Constable
APP	Authorised Professional Practice
Colleagues	Encompassing all officers, staff, and volunteers
FAQ	Frequently Asked Questions
FET	Force Executive Team
Personnel	Encompassing all colleagues and contractors
PCSO	Police Community Support Officer
PPE	Personal Protective Equipment
PSD	Professional Standards Department
SLT	Senior Leadership Team
SOP	Standards of Practice
U&E	Uniform and Equipment
WMP	West Midlands Police

Policy Statements

1. MAINTAINING A PROFESSIONAL IMAGE

- 1.1 All colleagues, whether uniformed or not, are expected to maintain a smart and professional appearance at all times when representing WMP.
- 1.2 Ensure your clothing is clean, ironed and pay attention to your personal grooming.
- 1.3 **Uniformed Colleagues:**
 - 1.3.1 Wear approved operational uniforms appropriate for your role, as determined by your [Scales of Issue](#).



1.3.2 Specialist items will only be worn for their specific duty. For example, do not wear public order boots or cycle trousers as part of your routine duties.

1.3.3 When deploying with colleagues, you will be similarly dressed, maintaining consistency with your role and team alignment.

1.4 **Non-uniformed non-operational and non-uniformed Operational colleagues:**

1.4.1 General appearance

- You should look professional, clean, and neat at work and in all situations where you are representing WMP.
- Your clothing should suit the work you are doing and be health and safety compliant.
- If you are challenged on your appearance by a supervisor, take steps to address it.
- We do not have 'dress down' days at WMP. Clothing definitions have been added below for ease of reference.
- Do not chew gum or smoke when dealing with members of the public or in public view.

1.4.2 Smart business attire is the default for non-uniform officers and staff standards of dress should assist in bringing an appropriate degree of formality to the workplace. A professional image is important when dealing with colleagues and internal customers as well as the public. For example:

- Training shoes, flip flops, or similar footwear are not acceptable. Safety footwear may be required by risk assessment.
- Formal or tailored trousers, skirts may be worn. Jeans, shorts, tracksuit bottoms, vest tops, tank tops or similar, irrespective of colour, are not acceptable.
- Ties are optional
- Business suits are acceptable. These are the preferred style of dress whenever staff are representing the Force at events.

1.4.3 Plain clothes

- Casual clothing – Shorts and vest/tank tops, sandals/flip flops must not be worn. Covert vest worn under clothing, covert equipment carriage harness, BWV carried using clothing clip or covert equipment carriage harness, Equipped with "POLICE OFFICER" lanyard for warrant card.
- Unsuitable clothing - It is down to individual Head of Command to locally set the standard of what is/is not acceptable to wear in a non-public facing environment. It is recognised that there are a variety of roles and working environments that staff and officer's work from that require different types of clothes and footwear to be worn in a non-public facing role. Any standards set locally should be in line with local health and safety risk assessments undertaken. When setting the standard styles of clothes worn should always be professional in appearance in accordance with the values of WMP. In situations where there is a dispute, then the Head of Command will be expected to resolve these situations

1.4.4 Line managers

- If you are a line manager making a decision about dress code, you must consider:



- Health and safety
- Hygiene
- Ethnicity, religion, and belief
- Temperature
- Equality
- Gender
- Medical factors
- Reasonable adjustment needs

- If you need to tell someone to comply with the code, you must be able to explain your decision

1.5 Personal Appearance

1.5.1 Hair

- Hair must be clean, neat, and tidy for all colleagues.
- Hairstyles, patterns, motifs, and hair colours that are likely to detract from a professional policing appearance are not permitted. This may include highly contrasting patterns, designs, or vivid non-standard colours.
- Wigs and hair extensions must meet the same professional appearance standards as outlined above.
- Uniformed and non-uniformed operational colleagues – Hair, wigs and hair extensions must be worn in a manner that maintains a professional appearance and does not present a health, safety, or operational risk. Hair that falls below the collar must be securely tied back or otherwise safely secured whilst undertaking operational duties.
- Uniformed and non-uniformed non-operational colleagues - Hair, wigs and hair extensions may be worn below the collar provided it maintains a professional appearance and does not create a health and safety risk relevant to the role being undertaken.
- Consideration will be given to cultural, religious, and protected hairstyles in line with equality and inclusion principles.

1.5.2 Facial Hair

- Uniformed and non-uniformed operational colleagues must ensure facial hair does not compromise safety equipment, including 'Respiratory Protective Equipment,' operational effectiveness, or professional appearance. Specific guidance can be found in the [CRBN ARV](#) policy.
- Uniformed and non-uniformed non-operational colleagues may maintain facial hair, including short stubble, provided a professional appearance is maintained.
- Reasonable adjustments will be made based on religious, cultural, or medical grounds.

1.5.3 Cosmetics, makeup, aesthetics, and fingernails

- Cosmetics, makeup, and aesthetics includes any semi-permanent, or temporary procedures aimed at enhancing an individual's appearance. This includes but is not limited to, lipstick, lip gloss, mascara, highlighter, bronzer, eye lash extensions, nail varnish, tanning products, and cosmetic procedures.



- Cosmetics, makeup, and aesthetic treatments are permitted provided they maintain a professional appearance appropriate to a policing environment and do not compromise operational effectiveness, safety, or the use of protective equipment
- Uniformed and non-uniformed operational colleagues: Makeup, cosmetics, and nails must be appropriate to the operational role being undertaken and must not present a health and safety risk, interfere with duties, or compromise the use of equipment or PPE. Nails must be kept at a practical length suitable for operational duties.
- Uniformed and non-uniformed non-operational colleagues: Makeup, cosmetics, and nails may be worn provided a professional appearance is maintained and they do not impede the duties being carried out. Health and safety requirements relevant to the role should be considered.

1.5.4 Tattoos

- We recognise that tattoos have become more widely accepted in modern society and that individuals have the right to make their own choices about their appearance. Therefore, tattoos will be considered upon recruitment onboarding and during employment with WMP.
- We do not accept for any candidates or personnel (including contractors and volunteers), to have any tattoo that is considered to be: discriminatory; offensive; undermine political neutrality i.e. rude, lewd, crude, racist, sexist, sectarian, homophobic or violent or not in accordance with the values of WMP. That applies whether the tattoo(s) is visible or not whilst you are on duty.
- There is no automatic preclusion for candidates or personnel with tattoos on their hands, arms (including full arm sleeves), back or side of the neck, or ears (on and behind). These are often accepted.
- Tattoos on your hands or neck are small, discreet (i.e. hardly visible) and not excessive. Those above the collar, or on your face are actively discouraged. Exceptions will be made for cosmetic procedures (For example, permanent eyebrows or to cover scars).
- When deciding if a tattoo is acceptable, we will consider them on a case-by-case basis, considering the size, nature, context, and prominence of it. We may also seek further information on the meaning of tattoos where this is not clear, e.g. a symbol or insignia.
- Recruitment onboarding
 - During the recruitment process, all external candidates will be required to confirm that none of their tattoos are offensive. If, during any stage of the recruitment process, a tattoo is identified as potentially offensive or not compliant with policy, the candidate will be asked to provide photographs of the tattoo. The recruitment team will then review this information and determine whether the application should progress.
- During employment
 - If you are thinking of getting a tattoo and are unsure whether it fits within this policy, please discuss it with your line manager initially. If you are unsure if a tattoo would be acceptable, line managers should speak to your local HR Team in the first instance. Requests can be escalated for review by the U&E Silver and Bronze for further guidance, via the [Uniform & Equipment page](#).
- Individuals wishing to join WMP after 17/09/25 who have tattoos which are not acceptable to us, will not be eligible to join WMP.
- Failure to disclose existing tattoos during the recruitment stage, may mean you will be withdrawn from the process or dismissed during your probation period. After the probationary period action will be considered in-line with [The Police \(Conduct\)](#)



[Regulations 2020](#) or WMP [Police Staff Disciplinary Policy](#). This may be considered to be gross misconduct, and subsequent proceedings could lead to dismissal.

- No retrospective action will be taken for hand and neck tattoos that existed prior to 17/09/25, which do not meet the current standards, as long as this adhered to previous policy. These staff will be eligible to apply for other roles within WMP.
- Should a colleague choose to have a tattoo that contravenes this policy, then further action will be considered in-line with [The Police \(Conduct\) Regulations 2020](#) or [WMP Police Staff Disciplinary Policy](#). This may be considered to be gross misconduct, and subsequent proceedings could lead to dismissal.

1.5.5 Jewellery

- Jewellery and piercings are permitted provided they maintain a professional appearance, do not create a health and safety risk, and do not interfere with operational duties or the use of PPE.
- Uniformed and non-uniformed operational colleagues: Jewellery must be appropriate to the operational role being undertaken. Items that present a risk of injury, entanglement, or conflict with PPE may need to be removed or covered whilst undertaking operational duties.
- Uniformed and non-uniformed non-operational colleagues: Jewellery and piercings may be worn provided they maintain a professional appearance and do not create a health and safety risk relevant to the role being undertaken.
- Consideration will be given to jewellery or adornments worn for religious, cultural, or medical reasons in line with equality and inclusion principles.
- It will be your responsibility to manage associated risks in wearing such items, and for your line manager to ensure that the instructions are adhered to.

1.5.6 General Uniform

- You will be issued with a uniform based on the [Scales of Issue](#) appropriate to your role.

1.5.7 Headwear

- Officers, Police Community Support Officers (PCSO), and Special Constables must wear custodian, bowler, or flat cap hats during routine patrols or static duties (such as scene guarding). These hats can be removed in vehicles and buildings.
- Headwear must be suited to the role being undertaken. Baseball caps will only be worn if required for the specific role
- Religious headwear:
 - Reasonable adjustments will be made for alternative headwear based on religious grounds; we currently have a range of options available.
 - For options outside of this, please submit your request via the [Uniform & Equipment page](#).

1.5.8 Eye Wear

- Prescription glasses:



- Can be of any colour and design, but lenses must be clear plastic
- Sunglasses can be worn in sunny conditions when driving, but must not be:
 - Mirrored
 - Too dark (eyes should be visible through the lenses)
 - of a colour or design that is unprofessional
 - Worn routinely; removing them when talking to a member of the public
- Exceptions can be made for conditions affecting the eyes or light intolerance (For example, migraine, medications, hay fever symptoms).

1.5.9 **Gloves and scarves**

- Standard issue gloves:
 - You can wear standard issue gloves when appropriate for your duties
- Specialist gloves:
 - If you are issued with specialist gloves for a particular role, you must only wear them while performing that specific role
- Scarves and similar items:
 - For health and safety reasons, WMP does not issue scarves. Do not wear a scarf, snood, or similar items.

1.5.10 **White shirts**

- Constables, Sergeants, and Inspectors:
 - You can request white shirts, but they must only be worn for specific duties as directed by your line manager.
- Officers at or above the rank of Chief Inspector:
 - You are expected to wear white shirts during normal duties. Black shirts may be worn for specific operational roles, such as visiting a crime scene.
- Black operational shirts are not to be worn with public order coveralls.
- Underclothes under white shirts must be natural in colour. Undergarments must not be visible at the collar; use vests, V-neck T-shirts.
- A tie or cravat must be worn with white shirts regardless of the season.

1.5.11 **Outer wear**

- General requirement:
 - When outside and in public in uniform, your outermost upper garment must be high visibility fluorescent yellow, unless operational requirements dictate otherwise.
 - Full fluorescent jackets are mandatory in certain scenarios, as specified in associated risk assessments and must be fastened (For example, working on or near live carriageways in line with the fast roads policy)
- Wearing outer garments:
 - Outer garments such as soft-shell jackets, car coats, blousons, and lightweight high visibility jackets will be worn over protective plate carriers.

1.5.12 **Epaulettes/sliders and badges of rank and number**



- Uniformed colleagues with epaulettes must:
 - Display the correct identifying letters, numbers, and/or insignia of rank
 - Ensure they are always visible
 - Metal numerals and badges of rank are only to be worn on tunics

1.5.13 Name badges

- Uniformed colleagues must wear a name badge on the outermost garment of their uniform.
- In rare cases, you may apply to your local Senior Leadership Team (SLT) for an exemption from wearing a name badge (e.g., for operational issues or personal reasons). If a local decision is contested, a report can be forwarded to the Assistant Chief Constable (ACC) of Operations for consideration.
- Certain armed officers are exempt from displaying name badges or collar numbers but can be identified by a permanent pseudonym.

1.5.14 Trousers

- You must wear trousers that are issued for the role you are undertaking. For example, do not wear cycle trousers on foot patrol.

1.5.15 Skirts

- Must not be worn in operational settings but can be ordered through Uniform Services if required for office settings.

1.5.16 Footwear

- General Requirement:
 - Uniformed colleagues must wear black laced shoes or boots of plain design that are well-maintained, polished, and kept in good clean condition
 - Only black or navy-blue socks are permitted.
- Specialist Roles:
 - Colleagues in specialist roles may need to wear footwear classified as PPE. This footwear will be issued according to the agreed [Scales of Issue](#) for that role (and will only be worn when performing that specific role)
 - Public order boots are to be worn exclusively for public order scenarios and not outside of those contexts

1.5.17 Ceremonial uniform

- Tunics and trousers without thigh patches, as well as skirts, are available on a permanent basis to officers under the following circumstances:
 - Officers of Chief Inspector rank or above (including Temporary appointments)



- Officers attending National Awards/Honours
 - Officers routinely representing WMP in Staff Association activities aimed at positive action or recruitment
 - Officers representing WMP as part of the force band
 - Officers routinely representing WMP during funerals as part of the honour guard
 - Officers meeting any of the above circumstances can have any medals professionally court mounted through our contracted supplier.
- Tunics and trousers without thigh patches, as well as skirts, are available on loan to officers under the following circumstances:
 - Internal Force Level Awards Evenings (For example, Excellence, Chief Constable's Awards, Long Service), unless advised otherwise by the dress code
 - Officers attending funerals following the death in service of a colleague as part of the honour guard or as pallbearers
 - Officers representing WMP at official engagements at international events or in international force sports
 - Official visits to places such as Buckingham Palace or Downing Street
 - For other circumstances, please refer to the officer's Head of Department for approval before submission to the My Service portal.

1.5.18 Medals and ribbons

- If you have been awarded a medal or commendation badge, you can proudly display it on tunics or soft-shell jackets. However, avoid attaching them to waterproof or high-visibility garments, as this can compromise the fabric's integrity.
- When to wear your decorations:
 - Forming a Guard of Honour
 - Special attendance at notable events
 - Engagements involving Royalty
 - As advised by the Chief Constable's Office
 - At awards ceremonies
- Ribbons and medals:
 - Officers' eligible for permanent issue tunics can have any medals professionally court mounted through our contracted supplier only.
 - If you have a permanent issue tunic, Uniform Services will attach ribbons to your tunic.
- Placement of decorations:
 - Medals and decorations authorised by the Sovereign are worn on the left breast.
 - Other decorations and medals (For example, awarded by the Royal Humane Society) are worn on the right breast
- Other badges:
 - Do not wear badges advertising causes, beliefs, or charities, as they can distract from our corporate identity and compromise our impartiality.
- Permitted badges:
 - The Police Memorial Day badge for the week leading up to Memorial Day (St Michael's Day) and/or when attending or policing a police memorial service or reception.



- The red Haig poppy of The Royal British Legion for the annual campaign period (28 October to 11 November or Remembrance Day if later) or as directed in an Operation Order.
- The Help for Heroes badge and wristband.
- Thin Blue Line
- If you are in uniform, position the badge or poppy on the left lapel of your tunic, or in a similar position on other garments.

2. COMMITMENT TO SAFETY

2.1 Protective vests

2.1.1 Wearing your vest:

- All operational colleagues, including non-uniformed roles, must wear their protective vest overtly when in a public-facing role.
- This requirement can only be adjusted based on a written risk assessment and the agreement of a line manager. This would be required for evidential purposes should anything occur that requires investigation. Further advice can be obtained from [Health and Safety](#).

2.1.2 Maintenance and inspection:

- Keep your issued protective vest regardless of your posting. Regularly inspect it to ensure it remains in good condition and fits properly.
- Currently, WMP offers two versions of the protective vest. For the most up-to-date information on wearing and maintaining the vests, please refer to the [FAQs](#).

2.2 Personal Protective Equipment (PPE)

2.2.1 This policy covers all PPE except taser and firearms ([see Taser SOP/Armed Policing APP](#)).

2.2.2 Authorised PPE: Operational colleagues who have completed the appropriate training will receive certificates authorising the issue of the following PPE items, which they are lawfully exempt to carry, even when not in uniform. These items must be carried on an equipment belt, body armour, or discreet harness:

- Handcuffs
- Baton: Outside of policing, the baton is classified as an “Offensive Weapon” under [Section 1 of the Prevention of Crime Act 1953](#) and must not be stored at home or carried off duty. Doing so could result in prosecution.
- PAVA Irritant Spray: Classified as a “prohibited weapon” under [Section 5\(1\)\(b\) of the Firearms Act 1968](#) and must not be stored at home or carried off duty. Doing so could result in prosecution.
- Spit guards
- First aid pouch
- Limb restraints

2.3 Responsibilities



2.3.1 Issued PPE:

- Once issued, PPE is your responsibility. You cannot be operationally deployed without it. Ensure familiarity with correct storage and use procedures.

2.3.2 Defective or damaged Equipment:

- Must not be used. Report to your line manager immediately for replacement. Provide evidence of your PPE training. If PPE is unavailable for any reason, an Inspector (or above) must conduct a written risk assessment to determine the impact on your duties. This would be required for evidential purposes should anything occur that requires investigation.

2.3.3 Moving PPE Between Stations:

- You should be given time to move your PPE between stations during your rostered duty unless it is impractical. Discuss with your Line Manager if this is not possible. Consult the Professional Standards Department (PSD) for guidance regarding legislation changes on batons.

2.3.4 Regulations:

- Your PPE is considered workplace equipment and is subject to the [Provision & Use of Work Equipment Regulations 1998 \(PUWER\)](#). Some items are also issued, stored, maintained, and replaced in accordance with the [Personal Protective Equipment at Work Regulations 1992](#).

3. OWNERSHIP AND RESPONSIBILITY

3.1 If you no longer need any of your kit due to any of the following circumstances, you must surrender or dispose of it according to WMP's uniform returns process. For further details, please refer to our [FAQs](#).

- Leaving the Force: This is the Line Manager's responsibility. Ensure that anything that can identify you, especially your warrant card, is handled with extra care.
- Department Transfer: If you have moved departments and no longer need your issued specialist equipment, return it. This does not apply to your street uniform.
- Role Change: If you are no longer trained for the role the uniform was issued for (e.g., public order kit), it must be returned.

3.2 Under no circumstances will police uniform or equipment be passed to non-police individuals or offered for sale by any means.

3.2 Breaches of policy are expected to be managed by line management in the first instance. If behaviours persist, the behaviour may require escalation to the Standards Manager who can decide if the threshold is met for referral into PSD, for consideration by an Appropriate Authority for a conduct assessment that may entail first stage UPP or Practise Requiring Improvement.

4. COMMITMENT TO SUSTAINABILITY

4.1 Uniform and equipment will only be issued in line with approved Scales of Issue based on rank, role and specialist training as agreed by the Uniform Board - Uniform entitlements (Scales of Issue).



- 4.2 Uniform and equipment must only be ordered when the current item is no longer serviceable or no longer fits.
- 4.3 We are dedicated to adopting greener processes. It is expected that uniform and equipment will be returned and recycled whenever possible. To replace any item (other than tops and trousers), you must return the original item to receive a new one. In cases of damage, Uniform Services may require the item to be returned before issuing a replacement. They will assess whether the item must be returned to the supplier or if any parts can be reused. If an item is lost, stolen, or contaminated, report this to your line manager.

5. FURTHER GUIDANCE

5.1 Warrant and identification cards

5.1.1 Issuance and Carrying:

- Identification cards are issued by the Gateway Team to all officers and staff. Always carry your card while on duty—overtly on a lanyard if you are in plain clothes or on police premises. Use your ID to access police buildings via the Gateway entry system. If you encounter someone without ID inside a police building, challenge them.

5.1.2 Lost or Stolen Cards:

- If you lose your card, inform your Line Manager and report it [via Support - ID & Smart Card Lost or Stolen](#) immediately. A member of the SLT must also be informed. You can obtain a new card if you change rank or if your appearance changes significantly (e.g., growing a beard or if it has been an exceptionally long time since your card was issued).

5.2 Reasonable adjustments

5.2.1 Reasonable adjustments will be considered across this policy.

5.2.2 For specific requests, we recommend arranging a fitting appoint in the first instance to explore options available, if these are unsuitable, please contact the [U&E board](#) to formally raise this.

5.3 Maternity guidelines

5.3.1 If you are pregnant, you are not required to wear a uniform. You must receive a [New and Expectant Mother's Risk Assessment](#) in accordance with [Regulation 18 of the Management of Health & Safety at Work Regulations 1999](#).

5.3.2 Provisions for Maternity Wear:

- Maternity shirts are available
- The force can subsidise maternity work trousers or skirts

5.3.3 For more information, please visit our [FAQs](#).



5.4 **Attending Court**

- 5.4.1 If you are a uniformed officer, you must wear your uniform when giving evidence in court.
- 5.4.2 This will not apply if you are absent from work due to:
- Sickness
 - Maternity leave
 - A career break
- 5.4.3 If you fall into the categories above or are in a plain clothes role, you must wear smart office attire in court.
- 5.4.4 Police officers attending court in uniform must carry all their PPE while giving evidence and patrolling court buildings (Magistrates and Crown).

5.5 **Memorabilia**

- 5.5.1 Official Visits or Business:
- Requests for items of uniform and equipment to present to other forces or officers representing other forces during official visits or business can be made [HERE](#).
 - A limited range of items may be provided, subject to availability. Typically, helmets are presented to organisations rather than individuals.
- 5.5.2 Non-Official Visits or Business:
- For non-official visits or business (e.g., holiday visits), it is recommended to contact [West Midlands Sports & Social Club](#) or The Lock-Up [\(West Midlands Police Museum\)](#) for memorabilia at personal cost.
- 5.5.3 Collector Requests:
- Requests from collectors of police memorabilia are not accepted.

6. **ROLES AND RESPONSIBILITIES**

- 6.1 **Force Executive Team (FET):** Sets the overall standards for officer and staff uniform and appearance.
- 6.2 **Uniform & Equipment Board:** This diverse board including representatives from the workforce, federations, trade unions, health & safety, finance, procurement, staff associations, occupational health along with operational users. The board handles all uniform and equipment-related matters, from policy and expenditure control to product reviews and development. They will review and, if needed, propose policy changes to the FET.
- 6.3 **Change Requests:** If you believe a change to uniform standards, scales of issue, or available uniforms is necessary, submit your suggestions through the Uniform & Equipment business case process. Urgent cases are reviewed immediately. Please visit [Uniform Board](#) for further details.
- 6.4 **Uniform Services:** For uniform and equipment requests, use the [Uniform Ordering Hub](#).



- 6.5 **Line Managers/Supervisors:** Managers and supervisors must ensure compliance with uniform and appearance standards and promptly address any deviations. They must ensure that all colleagues wear appropriate uniforms and equipment based on their scale of issue. If further support is needed, line managers can find the latest information on [Uniform Board](#)
- 6.6 **Colleagues:** All WMP colleagues must adhere to this policy and challenge or report any non-compliance, in line with the [Code of Ethics](#).

Relevant Legislation / Policies / Procedural Guidance

- [Armed Policing APP](#)
- [Disciplinary \(Police Staff\) Policy](#)
- [Firearms Act 1968 Section 5](#)
- [Management of Health and Safety at Work Regulations 1999 Regulation 18](#)
- [Personal Protective Equipment at Work Regulations 1992](#)
- [Prevention of Crime Act 1953 Section 1](#)
- [Provision and Use of Work Equipment Regulations 1998](#)
- [Taser SOP](#)
- [The Police Conduct Regulations 2020](#)
- [Uniform & Equipment](#)

Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

- [WMP Vision and Values](#)
- [Code of Ethics | College of Policing](#)
- [Voice of the Child](#)

	What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable)	How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not.
Age (including children and young persons)	No identified concerns	No impact anticipated
Disability	The policy will require the wearing of a uniform that may need reasonable adjustment for some wearers	A reasonable adjustment process exists to support the provision of appropriate uniform and equipment
Gender Reassignment	No identified concerns As people transition, they may require their uniform to be updated to remain in line with policy	A reasonable adjustment process exists to support the provision of appropriate uniform and equipment. Uniform refits available on request
Pregnancy & Maternity	Expectant mothers and those returning from maternity leave may require a uniform refit and/or specific maternity wear	Provision of suitable maternity uniform or reasonable reimbursement for uniform purchase by the individual where appropriate. Uniform refits available on request
Marriage & Civil Partnership	No identified concerns	No impact anticipated



Race	Some uniform may be affected by race and cultural requirements	The policy supports the wearing of uniform that meets race and cultural requirements with a reasonable adjustment process to support the decision making. Where appropriate uniform that meets the race and cultural requirements will be provided or reasonable reimbursement made.
Religion or Belief	Some uniform may be affected by religious requirements	The policy supports the wearing of uniform that meets religious requirements with a reasonable adjustment process to support the decision making. Where appropriate uniform that meets the religious requirements will be provided or reasonable reimbursement made.
Sex	No identified concerns	Provision of gender specific garments where appropriate.
Sexual Orientation	No identified concerns	No impact anticipated

Publication Instructions

Redacted version required for publication to public

Document Control

Strategic Lead: <i>[role and name]</i>	[REDACTED] Uniform and Equipment - Silver lead
Policy Author(s): <i>[role and name]</i>	[REDACTED] - Uniform and Equipment – Bronze lead [REDACTED] - Uniform and Equipment – Bronze lead
Effective Date:	18/06/2026
FET Lead: <i>[role and name]</i>	Assistant Chief Constable Mike O'Hara (Operations) - Uniform and Equipment – Gold lead
Version Number:	V2.2
Review Date:	18/06/2029

Any enquiries in relation to this policy should be made directly with the Strategic Lead.

All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

Amendment History:



Version Number:	Effective Date:	Summary of Amendments:	Author:
1.1	05/11/2020	Minor: Clarity provided by CBRN re facial hair and respirators – some types allow beards to now be kept	[REDACTED]
1.2	06/09/2021	Minor: Amended departments which are entitled to flat hats. Also included that trans officers can request one. Added line regarding remote working and professional image to be maintained	[REDACTED]
1.3	08/09/2021	Minor: Inclusion of dark blue material for turbans	[REDACTED]
1.4	14/09/2021	Black flat hats will be now made available to officers as a trial	[REDACTED]
1.5	10/05/2022	* Flat caps now available to everyone * Facial piercings not being permitted for officers/staff * Inclusion of PPE carriage statements (from Use of Force Policy) * Inclusion of medal information (from Recognition & Appreciation Policy) * Alternative headwear for cultural/beliefs i.e. Locks where standard bowler/custodian hats do not fit * Tattoo consideration and authorisation authority level * Multitools * Further clarification around hair based on feedback from WiP network.	[REDACTED]
1.5	23/03/2023	Policy ref changes to reflect department and portfolio	[REDACTED]
1.6	03/10/2023	Policy updated on behalf of Supt [REDACTED] to clarify under garments for white shirts	[REDACTED]
2		Full review, modernisation, and transfer to new template. Elements that relate to a specific Scales of Issue have been removed, any specifics sit within the Uniform and Equipment (Intranet) pages.	[REDACTED]
2.1	26/01/2026	Slight update to Tattoo section	ACC O'Hara
2.2			