

# UNIFORMITY

Safety, Comfort, Quality, Standards

## NPCC & PWC JOIN FORCES FOR NEXTGEN UNIFORM SUMMIT



### Featured

National Police  
Uniform Survey

Neurodiversity  
Sensory Clothing  
Experience

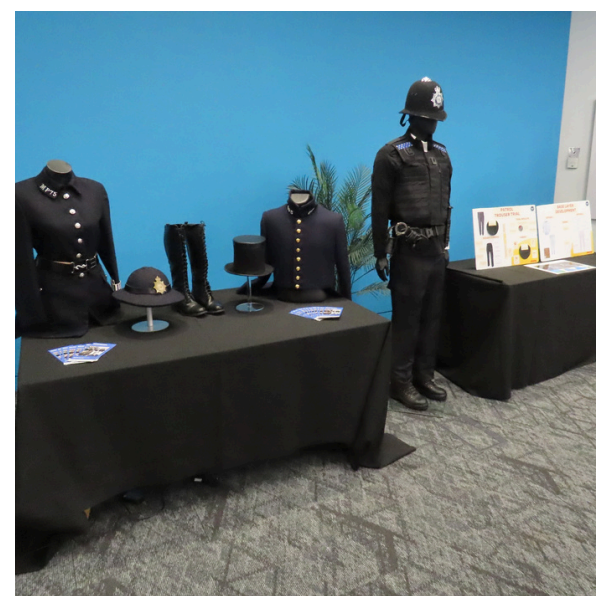
Wear Next? Body  
Armour profile

Afro-Caribbean  
Hair Garments for  
Officers

Meet the Portfolio  
Lead

Surplus stock  
marketplace

**Pictured:** National Uniform Portfolio Lead Melissa Russhard (Met Police) delivering the objectives of the day.



In April, the first national NextGen Uniform event was held in London, attended by a range of regional force leads as well as Home Office, Blue Light Commercial, Unison and a guest speaker from British Airways. The day served as a great collaborative opportunity to understand immediate priorities and next gen opportunities.

**For more details, see page 2.**

# NEXTGEN NATIONAL EVENT



**Pictured:** Guest Speaker Hamish Mcvey, British Airway's uniform marketing lead

## Key takeaways:

The event provided an opportunity for all participants to shape the areas of focus for standardising products across forces and to share ideas for next-generation police uniform functionality. The wealth of information gathered is being used to inform future strategy, communications and planned engagement with Chief's Council.

Participants were introduced to the Uniform Maturity Framework which was developed by the Portfolio to assist forces to understand where they could improve Uniform Services across the whole lifecycle, including; scope management, interoperability, cost analysis, climate impact, and inclusivity. This Framework is free to all forces and can be used as a self-assessment or as a Peer Review where a small team visit your services.

The event also highlighted the importance of managing planned, actual, and forecasted spend, achieving cost reduction strategies, and delivering against net zero targets for sustainability, and recognised the challenges faced by different groups including; PCSOs, frontline officers, and scene of crime officers. This emphasised the importance of understanding uniform needs to provide a range of appropriate solutions.

## Interested in a Peer Review?

- Every force is invited to complete our Uniform Maturity Assessment
- This is a shared learning opportunity to examine areas such as procurement, distribution and customisation
- It can be undertaken as a self-assessment, peer review, or both
- If you opt for a self-assessment, you will be sent the materials by email and the Portfolio would welcome you sharing your findings to inform our collective understanding of nationwide Uniform Services
- The Peer Review will be organised around a mutually agreed timeframe and result in findings that highlight best practice and areas to improve
- There is no charge for taking part although forces are kindly asked to cover basic expenses for Peer Reviewers where needed

**For more details, contact portfolio lead Melissa Russhard ([melissa.russhard@met.police.uk](mailto:melissa.russhard@met.police.uk))**

# FIRST EVER NATIONAL POLICE UNIFORM SURVEY NOW LIVE

Is your uniform fit-for-purpose? Is your uniform comfortable? Does wearing the uniform affect your mental or physical well-being?

We want to know!

Researchers from Lancaster University in collaboration with Police stakeholders have launched the first ever National Police Uniform and Equipment Survey on the 1st July 2024, aimed at both staff and officers.

This is your opportunity to have your voice heard and provide decision makers at the highest level with the evidence they need to make meaningful change and directly impact uniform policies.

Dr Camilla De Camargo's research focuses on the police uniform and has led her and a team of researchers at Lancaster University to design the survey in collaboration with PFEW and the National Uniform Portfolio as part of the NPCC, with support from the Home Office, UNISON, Superintendents Association, and Blue Light Commercial. The survey aims to reach around 200,000 police officers and police staff.



Pictured: Dr Camilla De Carmargo

To complete the survey, follow the link: [National Police Uniform and Equipment Survey](#). OR scan the QR code:



The deadline for completion is Monday 12th August 2024.

## TIMELINE

January to April 2024

Engagement with stakeholders to develop survey questions

May 2024

internal testing of survey

July 2024 survey live for six weeks

3-4 months of analysis

Preliminary data gathered by end of 2024

Spring 2025 findings shared with forces

# WELL, THERE'S SOMETHING I (PROBABLY) DIDN'T KNOW!

## Neurodivergent Sensory Experience with Clothing

by Superintendent Paul Burrows, Nottingham Police

**I have been asked to write an article for this inaugural Uniform Working Group newsletter. So, who am I, and why have I been asked to write?**

I am Paul Burrows, the reserved place representative for disability and neurodiversity on the Police Superintendents' Association. I write because I didn't appreciate that my own physical discomfort with clothing was caused by my neurodivergence. I thought it was just me! I lived with the discomfort, but I didn't realise it was because of who I am. Intrigued?

I am neurodivergent (ND), autistic, and dyslexic, and I am awaiting an NHS review to determine whether I also have ADHD. Comorbidity (having more than one condition) for ND is very high. If you have one ND condition, you are very likely to have more, and in some cases, these conditions become their own condition. Confused yet? For example, AuDHD is where autism and ADHD are present in the same person, creating its own set of strengths and challenges.

So, I write here briefly about the challenges presented by clothing. I do this for colleagues in policing so we can improve our offer, but also because some of you may have family and friends who are ND, and you may not be aware of these needs.

For people on the autism spectrum (ASD) and people with ADHD, who experience environmental sensations at amplified and often unbearable levels, clothing is important – this is sensory processing disorder (SPD). Clothing can have a profound impact on our wellbeing.

Continued on next page...



**Pictured: Superintendent Paul Burrows**



I appreciate we can't supply cashmere sweaters to keep our officers and staff warm, but the nature of cashmere versus a rough textured fleece illustrates the point really well. We probably all know what type of clothing we would like to wear given the choice!

# Considerations for Clothing

First, it must be appreciated that no two ND people are the same. So the following detail is illustrative; read the list as things to consider, not a 'must-do' list. Each point, if considered properly, may help reduce stress from wearing certain clothes. I can't, for example, overstate the hatred I have for ties. I must wear one at work, but I take every opportunity to remove it.

This is not me rebelling; it is me physically being stressed by having to wear one.



**Natural Fibres:** Preferred because of their tactility, smell, sound, and thermal regulation. Synthetic blends can be scratchy and irritating for individuals with sensory issues, such as sensitive skin.



**Tactile Perception:** Tactile perception and preference will vary. To go back to my cashmere example: for some, cashmere is a "soft" fabric; for others, it has small hairy fibres that cling to the skin. Breathability is key and, of course, ties in with other clothing requirements as presented by menopause, for example.



**Comfort for Anxiety and Fibromyalgia:** Clothing that is calming and comfortable can also help those with anxiety disorders or fibromyalgia. Hypoallergenic, breathable fabrics are especially helpful for people with skin sensitivities or allergies.



**Seam and Label Issues:** Roughly overlapped seams can be a source of endless frustration. Seamless designs are key for avoiding friction and pressure points. Careless labelling or labelling at all – I cut labels out of all my clothes.



**Fit and Construction:** Restrictive cuts – hating to feel restricted. Cheap construction is one of the main culprits for sensory overwhelm. Providing options on clothing so layering is possible helps, rather than having single heavier items. Others will like heavy clothing or 'weighted' clothing.



**Waistbands and Fit:** Offering elastic waistbands – restrictive trousers have been described as being 'emotionally violating'. Being prepared to issue clothes that may 'normally' be considered to be too big or too small. Some will like clothing being restrictive; others won't.



**Sunscreen:** I understand some forces now issue sunscreen. Be aware that perfumed smells, coldness, and slimy textures can all be off putting and may prevent use.

Having the right clothing can and will enhance quality of life and reduce stress. It is also important that these options are considered and offered without individuals having to make a 'scene'. Awareness amongst uniform teams is therefore critical.

Having the right clothing can and will enhance quality of life and reduce stress. It is also important that these options are considered and offered without individuals having to make a 'scene'. Awareness amongst uniform teams is therefore critical.

**The following links may be of interest for further information:**

[Unravelling neurodivergent sensory experiences with clothing - Clothing research \(oslomet.no\)](#)  
[Sensory-Friendly Clothing: What It Is and Why It Matters - Sensory Line](#)

- NUMS LITE is a Home Office approved compliant contract, which can be accessed by all UK Police Forces
- One stop shop for police uniform and equipment, offering you the flexibility to buy items on demand through a compliant and quality assured route to market
- Pay as you go service, fully inclusive single unit with no additional delivery charges



### 1/4 Zip Microfleece

- 100% recycled polyester sustainable fleece, fully recyclable
- Lightweight to assist with heat management and layering options
- Unisex garment in a varied size range for all body shapes
- Slimmer Fit to be worn under body armour
- Fixed epaulettes fastened with Hook and Loop
- Product Code: 11346B Price: £8.43

### Patrol Trousers

- Positive National feedback received from officers
- Garment is stretch fabric, consisting of 79% recycled Polyester and 21% Cotton
- New fit offers better coverage and comfort for wider range of body types, including the length of the male patrol trousers and the graded rise of the female patrol trouser
- Aligned with high street sizing, the male fit is available in 56 sizes and the Female fit from Size 6 to 26 in four leg lengths
- Product codes 10382B (M) & 10383B (F) Price £15.49



**To request a free sample (per force) click here** or scan the QR code



# WEAR NEXT?

By Melissa Russhard



Wear Next will be a regular feature to promote the latest available products and explore research and development into next generation uniform.

The focus on personal safety for those in frontline roles is a priority for all forces and with recently published statistics from the Police Federation showing 50,259 assaults on UK police officers last year, the Uniform Portfolio has collaborated with the NPCC Body Armour Lead and Office of the Chief Scientific Advisor to bring you the latest on police body armour.

## Introducing the Third Generation

The latest scientific advances mean that there is now a third generation police body armour available to all forces in the UK. The product carries separate male and female versions for the first time in UK policing.

The armour is the result of three years of work which includes studies of coroners' reports to understand where and how fatal knife wounds were inflicted, including full-frontal attacks and small cuts to arteries.

This was combined with research into attacks on police officers to assess the vulnerabilities of earlier versions of body armour. The research identified weaknesses around the armpit and neck.

### THIRD GEN: FACT FILE

- Supplementary Knife Resistance (SKRs) which protects the armpit and neck
- SKR can resist a knife driven with a force of 12 joules without discomfort
- Main back and front plates bulletproof & knife resistant to Home Office standard
- Better fit with specifically designed male and female variants to ensure best fit
- Lighter weight at 3.46kg for men and 2.83kg for women
- Comes with a MOLLE carriage system so that you can spread the carriage of your Personal Protection Equipment (PPE) and kit across your vest and kit belt



## How to purchase it

The armour is manufactured by Cooneen Protection and procured via the National Uniform Managed Service (NUMS) from DHL. It is available to all forces nationally and can be purchased as a one-off product with no obligation to sign up to NUMS or NUMS Lite. **Contact details:** [customerservice.num@s@dhl.com](mailto:customerservice.num@s@dhl.com)

## Body Armour Fitting Standards

[The Home Office Body Armour Standard Guidance \(2017\)](#) Publication O39/17 sets out standards for coverage, comfort and fit (pages 12-13)

The optimum coverage of the armour panels is as high as feasibly possible to the suprasternal notch and as low as feasibly possible to the iliac crests, with fitters checking that the individual is still able to wear their utility belt and equipment, sit down, and deploy their Public and Personal Safety Tactics.

Although there are no stand-alone training courses or qualifications for fitting armour, some forces do ensure their fitting teams hold a minimum qualification of a Higher National Diploma in Dress, Textiles or Fashion but many have a degree in Tailoring. Having access to trained staff also allows forces to challenge a supplier if they find an item does not fit to specification.

Some suppliers may prefer to meet the fitting tailoring team to ensure their product is being fitted correctly and to ensure the team understands zones of protection.

# BODY ARMOUR DEMO

By Nigel Lyons



**The Office of the Police Chief Scientific Adviser watched a part of extensive trials being carried out on what could potentially be the next generation of body armour.**

This work is being spearheaded by Dr. Andrew Johnson from the School of Design & Creative Arts at Loughborough University. Funding and technical support for the project has been provided by the Defence and Security Accelerator and the Defence Science and Technology Laboratory, which is part of the Ministry of Defence.

Current body armour comes in different forms, ranging from slim and unobtrusive body armour that can be worn under a shirt or blouse (designed for close protection or surveillance officers) to standard overt armour worn by normal uniformed patrol officers. The most protective body armour is worn by firearms officers, which is much heavier and can include separate ceramic plates which provides protection from most firearms threats.

There are limitations with current body armour. It is usually uncomfortable to wear and limits mobility in many ways. Some armour will offer better protection against knives instead of firearms, and vice versa. Extended use will exhaust many officers, and female officers find it difficult to get body armour that will fit them as well as male officers. There is a trade-off between wearability and comfort, versus the degree of protection being offered.

The technology behind the new body armour relies on 3D printer technology – the details of which are still classified.



\*Stock image\*

The trials involved exposing the body armour to different degrees of firearm and knife penetration in carefully controlled conditions. Behind the body armour on the range was a block of Roma Plastilina which accurately simulates the resistance of the human body, and any penetration of the armour (including temporary intrusion) would show once the body armour is moved away.

The trials also tested how the body armour works after being subject to different climate conditions including water and heat, as well as the flexibility compared to current armour technologies.

This work is vitally important. All police officers understand that body armour is a necessary evil. Uncomfortable to wear, but it can – and does - save lives. This research will hopefully allow officers the same (or better) protection while making the armour more comfortable, especially for female officers.



# Spotlight on Innovation



## **Norfolk Police lead on 'wellbeing passport' for uniform adjustments**

- Norfolk Police Department for Uniform Stores and workplace health have lead on implementing a newly devised 'wellbeing passport'. The passport is a document that covers 'all challenges or barriers faced in the workplace including all physical and mental health conditions, neuro-divergences, the menopause, learning, communication, or functional disorders, caring and familial responsibilities'
- The idea originated as a solution to the often lengthy process for officers experiencing menopause to obtain agreed uniform adjustments.



**NORFOLK**  
CONSTABULARY  
*Our Priority is You*

### **Successful outcomes**

- ✓ Fewer requests through the workplace health service for uniform adjustments.
- ✓ Reduced waiting time for officers to access additional items or uniform changes
- ✓ Consultation with menopause peer support group

**If you'd like to learn more about the wellbeing passport, please get in touch with [Wellbeing@norfolk.police.uk](mailto:Wellbeing@norfolk.police.uk).**

# FEEDBACK OPPORTUNITY: Development of Afro-Caribbean hair type garments for officers

Afu Namb Atelier specialises in design, sample production and manufacturing to create bespoke pieces. The team comprises experienced garment technologists, designers and seamstresses who use a combination of traditional techniques and modern technology.

The company is Black-owned and women-led and the business donates 10% of profits are to supporting charitable endeavours, particularly in Uganda.

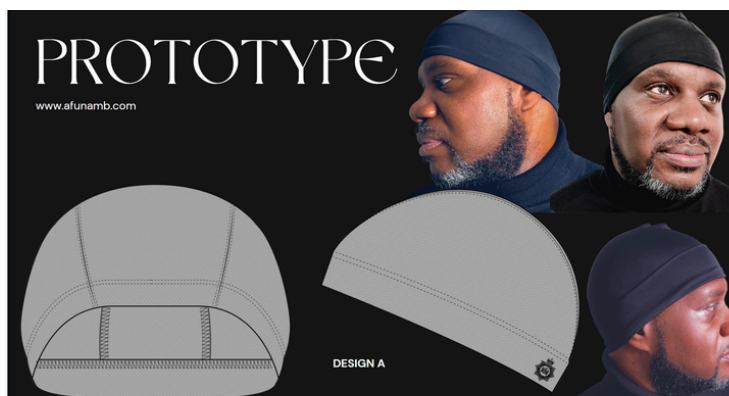
Afu Namb would like to create professional uniform head garments to meet the needs of police officers with Afro-Caribbean hair textures.

West Yorkshire Police are currently are trialling the Afro-Caribbean headwear. For any queries contact the SPOC,

**Kirsty Walsh:**

**[Kirsty.Walsh@westyorkshire.police.uk](mailto:Kirsty.Walsh@westyorkshire.police.uk)**

**If you would like to provide feedback to support product development, you can complete the survey using the QR code.**



**Pictured: Head garment prototype**

**To complete the survey, scan QR code below:**



**To learn more about Afu Namb, visit:  
<https://www.afunamb.com/>**

# UPDATES: BlueLight Commercial Uniform and Equipment

**The BlueLight Commercial Uniform and Equipment category have been working on a strategy to enable us to deliver a suite of Frameworks to deliver frontline Police Officers with fit for purpose uniform and PPE. To do this, we:**

- Provide Uniform Supply agreements which are robustly managed and deliver Uniform and Equipment which is fit for purpose and represents value for money. The strategy will allow individual elements of uniform to be reviewed nationally and procured overtime focussing on improving garment quality (buying uniform as systems), supply chain ethics and understanding and improving contract management and sustainability.



- Drive improved supply chain knowledge and understanding to drive improvements in delivery and availability of stockholding arrangements. To understand the whole lifecycle cost of uniform items and understand areas for reduction in costs.
- And from this solid base of operationally sound supply agreements look to build in wider National uniform supply chain management including stocking and logistics.

**To date we have the following Frameworks available:**

- Framework for the provision of Pava Spray
- Framework for the provision of Batons
- Framework for the provision of All Climate and Hybrid Shirts
- Framework for the provision of Detainee Clothing and Equipment
- Framework for the provision of Traditional White Uniform shirts.
- Framework for the Provision of PSU Clothing & Equipment Framework
- Framework for the provision of General Patrols and Firearms Body Armour
- Framework for the provision of Headwear and Accoutrements
- Framework for the provision of All Climate and Hybrid Shirts

**For further information on any of our frameworks please contact [Uniform@bluelight.police.uk](mailto:Uniform@bluelight.police.uk).**

# New Monarch Symbols: The Royal Cypher & Brunswick Star



## 'No Cost' Roll Out Process

The Home Office have advised forces to take a 'no cost' approach to changing uniform. This means that as uniform is required to be replaced through normal wear and tear, and issued to new recruits, the CR III emblem will start to be rolled out. This approach will be phased over the coming months and years.

### New Monarch symbol process:

- 1 Forces should begin by consulting official state symbols guidance document.
- 2 Using the stipulated design requirements, forces are then advised to commission a designer to produce the artwork. This artwork must then be approved by the College of Arms.
- 3 Forces may wish to seek permission to trademark via Lord Chamberlain's Office (legal services may be required) although this step is not mandated.
- 4 Proceed to then work with manufacturers to produce prototypes. Most forces will then roll out new uniform to new intakes and through general wear and tear

## HISTORY

### The Royal Cypher:

Public use of cyphers dates back to the early Tudor period, where it was simply just the initial of the monarch. After the reign of Henry VIII, the letter 'R' for 'Rex' or 'Regina' was added, with 'Rex' being Latin for king, and 'Regina' being Latin for queen.

### The Brunswick Star:

The Brunswick Star was first used by certain fire brigades and police forces in the late 1800s. The eight-pointed star is thought to derive from the cross of St. John, adopted as an emblem by the Knights of St. John of Jerusalem; a medieval military and religious order known for its efforts to establish hospitals and for its charity towards the sick.

**Be sure to send in pictures of your new recruits when you do roll out!**



1864-1875



1875-1902



1902-1935



1935-1936



1937-1953



1953-1965



1965-1981



1981-Present

# How do I wear that?



Together with DHL, the Metropolitan Police and have produced demonstration videos on the correct uniform dress standards for Police Constable, PCSO, Detective, Ceremonial Wear and Public Order.

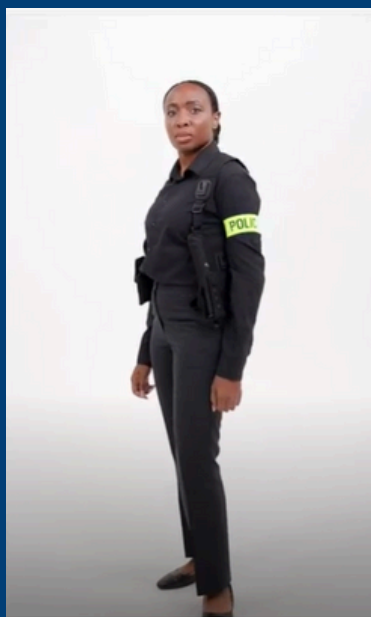
The videos are virtual guidance to officers and staff that explain what they are eligible to order for their role. and how these items are worn to uphold dress standards.

**Uniform and dress standards are mandated locally by the Chief Constable of each force. These videos demonstrate the uniform and dress standards applicable to the Metropolitan Police and are shared here to showcase the benefits of video guidance.**

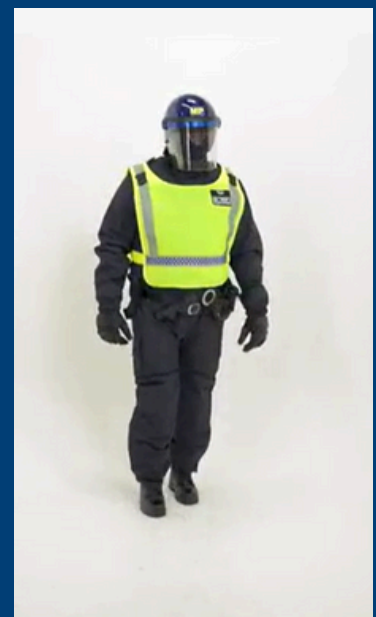
**Click on the role to access the video.**



[PC Female](#)



[DC Female](#)



[Public Order Male](#)



# Meet the Portfolio Lead

Get to know the Portfolio Lead, Melissa Russhard (Met Police) with her blog previously published by NPCC in October 2023 on how she came to take the role

***“There are tens of thousands of officers, staff, and volunteers who wear a uniform every day – but I am not one of them. This is why I can excuse the momentary looks of confusion when I introduce myself as the NPCC lead for Uniform, a role traditionally held by a police officer.***

It got me thinking about the division of roles in policing and I was surprised to learn from the curators at the Metropolitan Police Museum that since the very beginning in 1829, there have been police staff working alongside police officers.

At the time, these individuals were male and predominantly based at Scotland Yard. They would work ‘the hours of a gentleman’ which I am informed are 10am to 4pm. They were more highly paid than officers and recruitment was slow until a shift in mind-set in the 1950s when more administrative work moved from Constables to staff.

Although modern policing operates with a mixture of warranted and designated powers, professional skills, and third party suppliers, the fact remains that I have never given chase wearing body armour, had to trust my public order overalls to protect me from fire, or stood as scene guard in the pouring rain, so was I even qualified to apply?

Reading through the requirements, it was clear that the NPCC were looking for someone who could deliver a strategic portfolio, with a focus on the uniform requirements of the future, and I was reminded of my experiences working in defence procurement.

In 2018, I spent three years working overseas after a hasty decision to get on a plane and join a shipbuilding project on the other side of the world. My role was to support an Assistant Secretary to determine whether domestic suppliers could replace international suppliers in parts of the enormous supply chains that support a naval fleet.

This involved identifying suppliers capable of integrating now, or in future following some form of government intervention. Two years working with artificial intelligence and a lot of Google, the concept was proven and the function is now business as usual. Writing today, the ships are still not due to come into service for a number of years but this long-term focus enabled the government to imagine the future of their supply chain, industrial base, and ability to operate independently.

Our focus on the future also had an unexpected advantage for the present. The disruption to global supply chains caused by the pandemic meant long lead times for components for in-service vessels, and the understanding of the local industrial base we had developed supported the Navy to maintain its peacetime operations.

***These challenges may sound familiar because, if you’ll excuse the pun, the challenges for all industries are somewhat uniform.***

We are grappling with questions of how resilient our supply chains are to global conflicts, pandemics, and shifting political agreements, we know that technology will play an increasing role in manufacture and distribution of goods; and there is a renewed urgency to environmental and sustainability issues.

While the portfolio will continue to play a role in supporting resolution of immediate issues, together I hope to create the space for us to examine how scientific innovations can contribute to the uniform of the future. This an ambitious agenda for those who purchase, manufacture, supply, and wear uniform - the opportunity to imagine the future has started.

Our working patterns may now vary from ‘the hours of a gentleman’ but just as in 1829, police staff working alongside police officers is a time honoured way to succeed.

***If you’d like to write a blog for the next edition of ‘Uniformity’, please get in touch: [molly.hinsley@met.police.uk](mailto:molly.hinsley@met.police.uk)***

# FORCE PROFILES

**Force Profiles** help us to build out collective understanding of how Uniform Services are set up and run around the nation to help readers understand the different arrangements used and to share best practice. Let us know if you'd like your Uniform Services to feature next time!

## Yorkshire and the Humber Regional Clothing Stores

- The Yorkshire and Humber (YatH) Regional Clothing Store provides Uniform Services to South Yorkshire Police, West Yorkshire Police, and Humberside Police and around 15,200 uniform wearing customers
- There is one store in Wakefield and two satellite stores / fitting rooms run by 12 employees employed by lead force South Yorkshire. The service has an annual turnover of c. £3m with costs recharged to each force monthly.
- Opening hours are Monday – Friday 8am-4pm (excluding public holidays) and orders can be placed 24/7 via a requisitioning system directly by the customer
- They receive an average of 2600 requests per week, equating to 866 orders per week. An average order equates to 6 individual items.
- A same/next day despatch service for all requests is operated for items in stock and stock levels are currently 96%.



## Cleveland Police



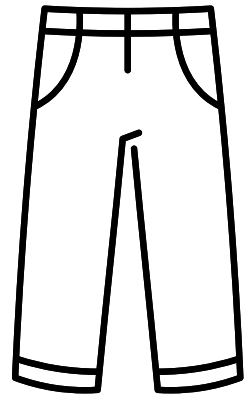
- Operating as an in-house model, the service provides for 1505 warranted officers, 92 PCSOs and 48 Special Constables
- Uniform Stores are run by a team leader, one stores keeper and two drivers (who also have responsibilities in measuring officers for uniform fittings)
- The service is part of the Business Support Team who work closely with the Finance Team.
- The force budget for uniform this financial year is £260.3k which includes uniform replacements and first issue for new recruits (but excludes body armour). A separate budget exists for PSU kit and equipment with is £65k.

# SURPLUS STOCK MARKETPLACE

This page will be a regular feature to advertise any surplus uniform stock that other forces may require, or request any contingency stock.

## **FOR SALE: SURPLUS TROUSERS** **AND ANORAKS**

- **Derbyshire Police** currently have a range of surplus stock for sale, including Male and Female 'Yaffy' Straight Leg Trousers, Hi-Vis Anoraks and Hi-Vis Blousons.
- Prices can be subject to negotiation, dependant on quantity ordered.



**Click links for details:**

**Police Anoraks**

**PCSO Anoraks**

**Trousers**

**Contact:**

**elizabeth.whittemore@derbyshire.police.uk**

Does your Force have any surplus stock you'd like to advertise?

Contact  
molly.hinsley@met.police.uk



# KEY CONTACTS



The NPCC National Uniform Portfolio is comprised of three core groups:

## ① National Uniform Strategic Board

**Purpose:** The National Strategic Uniform Board (NUSB) exists to provide guidance for all forces about uniform and equipment standards and routes to market. The Board respects the operational independence of Chief Constables and creates the space to explore opportunities to standardise and improve uniform and equipment based on scientific evidence, international benchmarking, and ongoing engagement with national forces.

**Chaired by Melissa Russhard**, NPCC National Uniform Portfolio Lead, Metropolitan Police  
**E: [Melissa.Russhard@met.police.uk](mailto:Melissa.Russhard@met.police.uk)**

## ② National Uniform Working Group

**Purpose:** The National Uniform Working Group (NUWG) exists to ensure fit for purpose uniform and personal equipment is available to enable Police Officers, Police Staff and Police Volunteers to carry out their duties safely and effectively.

**Chaired by Superintendent Helen Brear**, West Yorkshire Police  
**E: [Helen.brear@westyorkshire.police.uk](mailto:Helen.brear@westyorkshire.police.uk)**

## ③ National Uniform Stakeholder Group

**Purpose:** The National Uniform Stakeholder Group (NUSG) exists to provide a platform for engagement with representatives of the Police Federation, recognised Staff Associations and Trade Unions (referred to throughout as 'Stakeholders').

The NUSG enables the opportunity to influence the focus and priorities of the NPCC Uniform Portfolio.

**Chaired by Tina Reay**, Deputy Director of Enabling Services, Metropolitan Police  
**E: [tina.buckland@met.police.uk](mailto:tina.buckland@met.police.uk)**



**We hope you enjoyed the first edition of 'Uniformity'!**

If you would like to feature in our next edition (October 2024), or simply offer any feedback, please contact Staff Officer Molly Hinsley:  
**[mollyhinsley@met.police.uk](mailto:mollyhinsley@met.police.uk)**