

Lincolnshire Police

Policy Document



Appearance standards policy PD133

Policy document information

Reference number:	PD133
Policy sponsor:	DCC
Policy owner:	Head of PSD – Supt Deb Clark
Author:	Deputy Head of PSD – DCI Paul Coleman
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Review date:	February 2028

Version history

Version	Date	Reason for issue
6	March 2018	Amendments to Appendix A
7	February 2020	Biennial Review
8	February 2022	Biennial Review
9	October 2023	Reviewed on Request
10	December 2023	Amendments to Appendix C
11	October 2025	Biennial Review

Code of Ethics

All staff involved in carrying out functions under this policy and associated procedures and appendices will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

Legislative compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance, this means striking a fair balance between the rights of the staff and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

Other legislation/law which this policy has been drafted to comply with:

- [Human Rights Act 1998 \(in particular A.14 – Prohibition of discrimination\)](#)
- [Equality Act 2010](#)
- [Crime and Disorder Act 1998](#)
- [H&S legislation](#)
- [Data Protection Act 2018](#)
- [Freedom Of Information Act 2000](#)

Security classification

Policy to be published on Intranet: Yes

Policy to be published on Force Website: Yes

Authorised Professional Practice (APP)

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

1. Policy aims (Purpose)

- 1.1. This policy covers the standards of appearance and behaviour expected of all Lincolnshire police officers, special constabulary, uniformed and non-uniformed police staff whilst on duty.
- 1.2. Lincolnshire Police is a uniformed, disciplined and professional organisation serving the public of Lincolnshire and requires its members to achieve and set high standards in both appearance and behaviour
- 1.3. The policy does not cover the disciplinary process for issues of “conduct” in relation to police officers and police staff.
- 1.4. The policy aims to ensure that all Lincolnshire Police officers and staff are easily recognisable, portray a professional and consistent image to both their colleagues and the public and in doing so improve the trust and confidence of the communities we serve.

- 1.5. The policy aims to ensure that all staff demonstrate high professional standards through their appearance and behaviour and that there are clear acceptable standards which they are expected to achieve and maintain.
- 1.6. It is intended that this policy is both specific and challenging in its application and it details the minimum standard expected of all Lincolnshire police officers and staff.
- 1.7. It also provides clear and unambiguous support to managers striving to achieve quality standards and advice on resolving particular issues around appearance and behaviour.

2. Policy statement (Key information)

2.1. The origins/background information

- 2.1.1. Lincolnshire Police aims to deliver a service that is second to none and inspires the trust and confidence of the public.
- 2.1.2. In addition to operational patrol officers, it is essential that all members of staff, whether uniformed or not should adhere to some basic standards of dress and behaviour to ensure that the organisation portrays an appropriate image to the people we work with and serve.
- 2.1.3. A smart, well-turned-out individual inspires confidence and gives a clear impression that a professional service will be provided.

2.2. General Principles of the Policy

- 2.2.1. It is the responsibility of all staff to ensure that they are appropriately dressed to portray the right image, whilst also being practically attired to undertake their specific role. Some parts of the guidance are driven by health and safety considerations, whilst others relate to the corporate image and credibility of the organisation.

- 2.2.2. There is a clear responsibility of all managers to ensure that high standards are upheld throughout the organisation and to challenge those who do not achieve it. The standards of dress and behaviour should be articulated to all new staff by their immediate managers at the induction stage.
- 2.2.3. The policy supports managers, providing specific advice in helping to resolve some of the potential issues around dress and appearance.
- 2.2.4. Where the standards of appearance and behaviour are not reached, normal management intervention will be expected. In the event that the individual does not subsequently reach an acceptable standard of either dress or behaviour it may be appropriate to consider the relevant disciplinary process. (See Appendix A).

3. Other related documents and appendices

3.1. Appendices:

- Appendix A – Appearance Standards
- Appendix B – Maintaining Dress Standards Manager’s Advice
- Appendix C – Standards of Dress Requirements by Role
- Appendix D – Equality Impact Assessment

4. Monitoring and review

- 4.1 All Supervisors are responsible for ensuring compliance with this policy. The Deputy Head of Professional Standards Department is responsible for reviewing this policy.

5. Who to contact about this policy

- 5.1. This policy is owned by Head of Professional Standards Department. Any enquires about this policy should be directed to Superintendent Deb Clark.
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