

Warwickshire Federation

Financial Resilience Report October/November 2020

www.serveandprotectcu.co.uk



How can Serve and Protect Credit Union Help Regional Welfare Funds?



If you are interested in a free-of-charge report like this one about the financial resilience of your local constabulary, contact us on info@serveandprotectcu.co.uk



Welfare support contact in-office



We are a **free employee benefit** provided via payroll deduction



Contact us on info@serveandprotectcu.co.uk or call **0121 700 1220**.

What does it mean to be Financially Resilient?

Financial resilience is understood as the ability of an individual or household to withstand life events that impact their income and/or assets.

Events such as job loss, unexpected illness, and divorce to name a few all have a significant impact on our finances.

It is important to be aware of what financial resilience is, and how financially resilient we are, in order to endure situations that make demands on our monetary resources.



Who are Serve and Protect Credit Union?

At Serve and Protect Credit Union, our mission is to improve the financial resilience of those who serve and protect our nation. We provide a free employee benefit built to encourage members to save for their financial future, and to be there for them if they should ever need to borrow.

Our field of membership includes current and former employees of the Police, HM Armed Forces, Prison Service, Health Service, and Fire & Rescue Services. Our products are designed specifically around the needs and requirements of those who are currently, or have been formerly, employed by any of those sectors.¹ As a credit union, we place a huge importance on the financial wellbeing of those who serve and protect our nation. We recognize the important role our members play within society and the day-to-day challenges they face. We have conducted research which indicates money worries can often have a significant impact on the ability of those employed by the Police, HM Armed Forces, Prison Service, Health Service, and Fire & Rescue Services to perform their jobs effectively.²

To help address and overcome the issues that affect so many people employed across the Serve and Protect family, we have been working closely with our partners to provide an ethical alternative to banks and payday lenders for those in financial need. Serve and Protect Credit Union not only offers savings and loans products to suit a range of requirements, but also educational briefs in the workplace highlighting the importance of financial resilience.

How was this Report Produced?

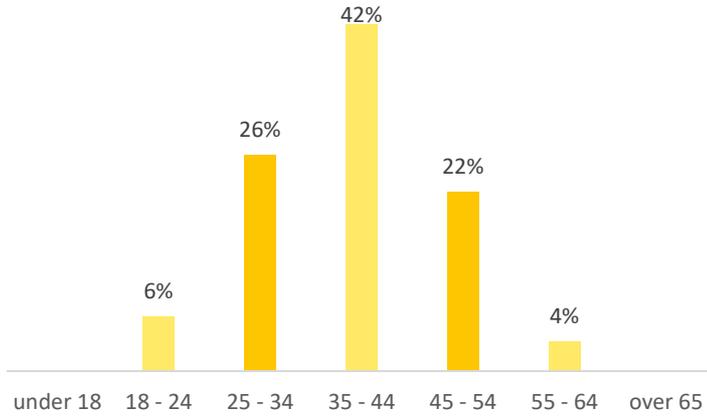
A mailshot survey was sent out via Warwickshire Police Federation to those who had agreed to receive email communications, as well as via the online intranet. A total of 223 responses were gathered between 13th October 2020 and 13th November 2020. 100% of respondents work for Warwickshire Police Federation and in addition, majority of respondents were Police Officers and a few police staff. The other demographical data that was collected was the age band of respondents, the year that they joined the force, and the county that the respondents live in. Results are displayed below.

¹ Serve and Protect serves existing and former employees of the Police, HM Armed Forces, Prison, Fire and Health Service. Former employees must be in receipt of a pension from the relevant employer. Serve and Protect also offers membership to family who live at the same address as the existing member.

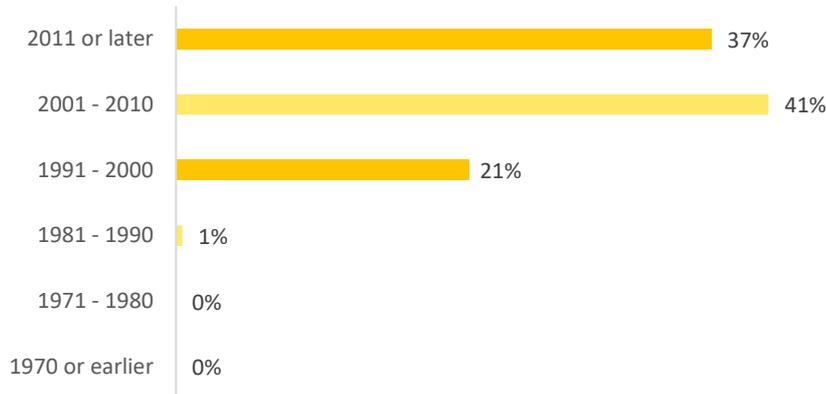
² file:///C:/Users/EMullen/Police%20Credit%20Union%20Ltd/Business%20Development%20-%20Documents/Project%20Management/E%20Mullen/Documents/Financial%20Resilience/S&P_Financial_Resilience_Report_2019.pdf

Breakdown of responses

By age

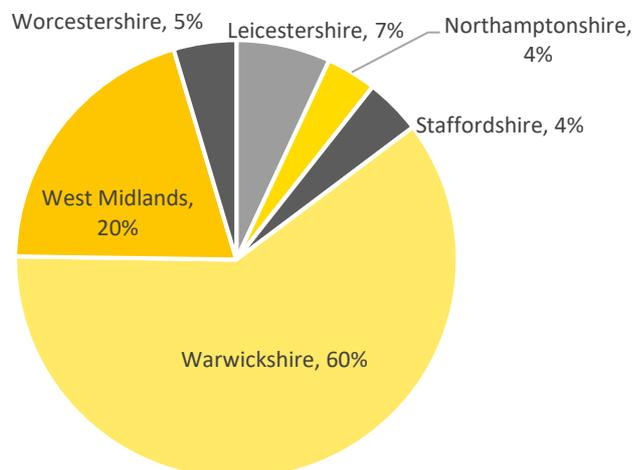


By date of joining the Police



By Home Address

59% of respondents were based in Warwickshire, while the remaining 41% of respondents were divided amongst a mix of other counties, see graph below.



In a little more detail...

The next section details the questions that were asked in the mailshot survey that respondents answered, and highlights trends that emerged. Where there is a notable trend dependent on respondent's age or the year that they joined the force, this is also noted. Below are some of the statistics which stand out the most from the respondent's answers.

88% of respondents aged 55-64 did take a pay cut when they decided to join the police force

70% of respondents feel that their current wage is not enough to protect them in times of financial difficulty

90% do not feel they can cope financially with changes in circumstances, such as job loss, health issues, or divorce

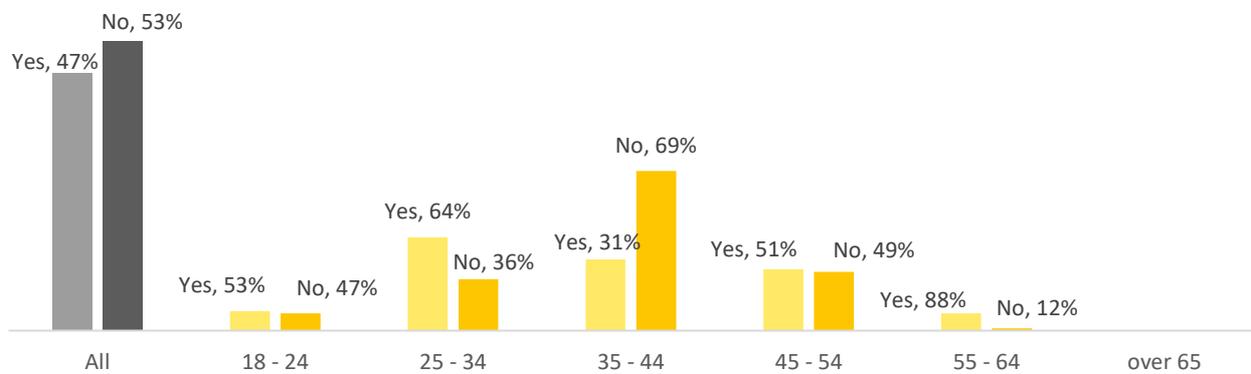
Over half of respondents have considered a career outside of the police because of their personal finances

69% of respondents would use the Warwickshire Police Benevolent Fund again or for the first time

Did you take a **pay cut** when you joined the Police?

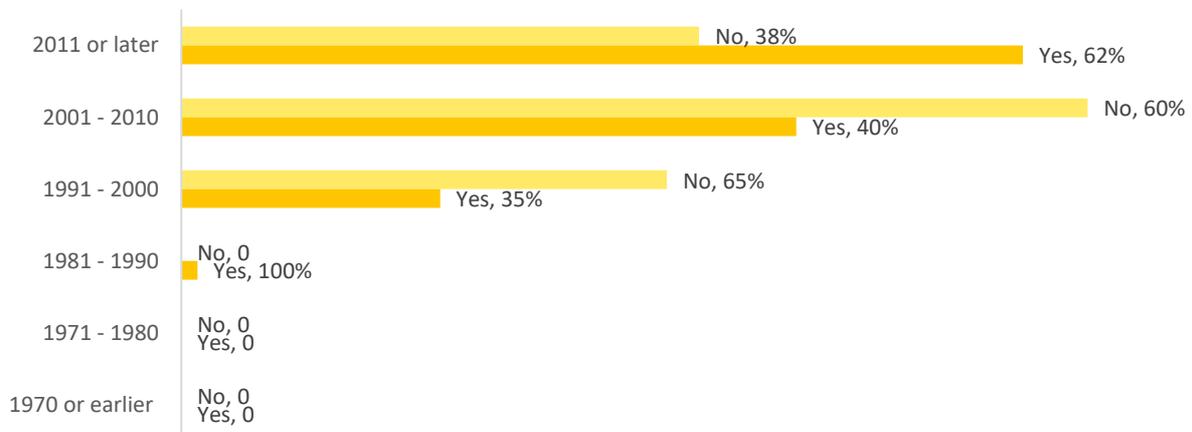
Of all respondents, 47% said that they took a pay cut when they joined the Police Force. When broken down by age, majority of the age groups saw that members did take a pay cut.

69% of members between 35-44 didn't have get a pay cut when they joined the force.



The trends in the chart below indicate that the more recently a member of staff joined the Police Force, the more likely they were to

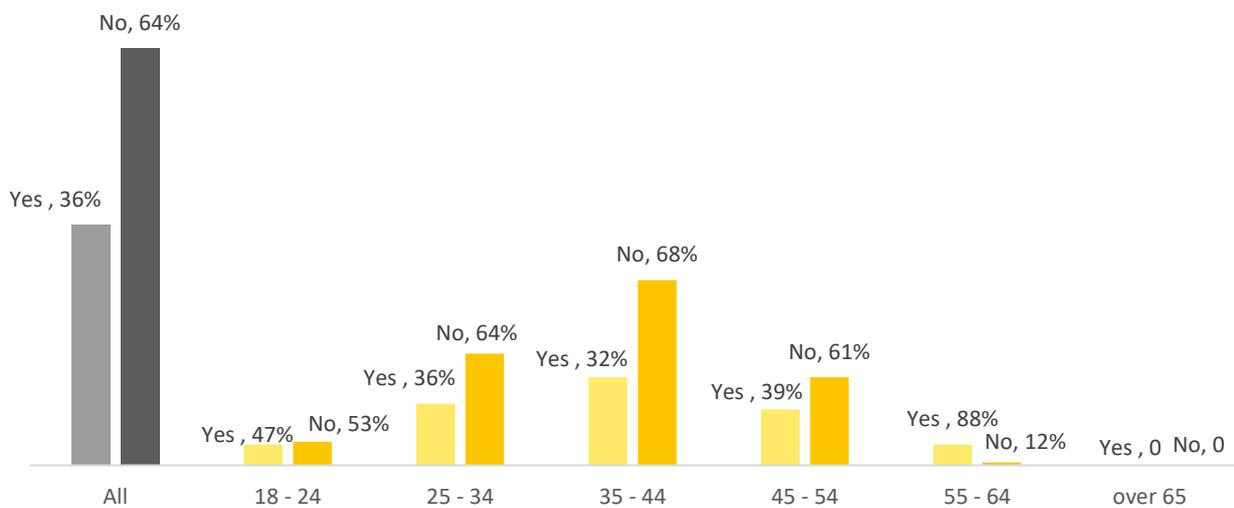
take a pay cut relative to their current role. From those who joined the force between 1990 – 2000, 65% did not take a pay cut.



Do you feel that your finances have an impact on your **ability to do your job effectively?**

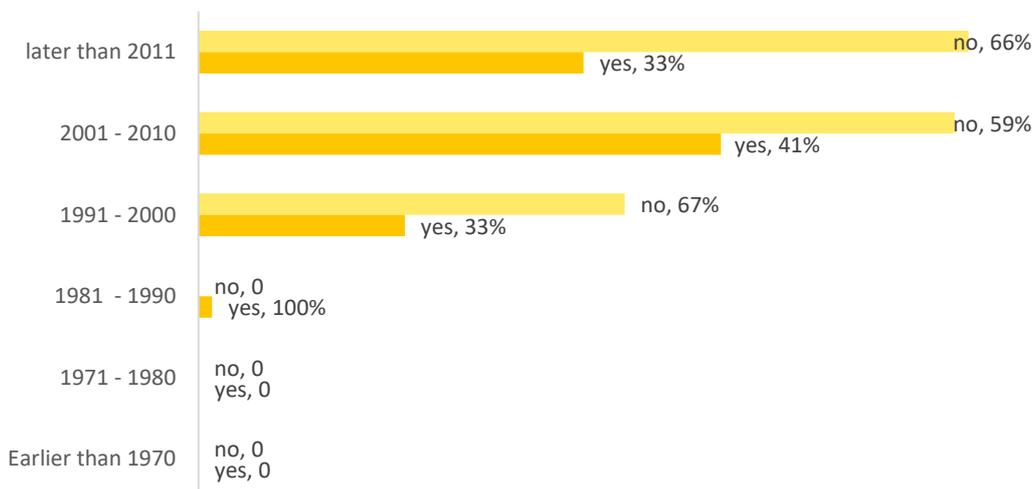
36% of respondents agreed and 64% did not feel that their finances have an impact on their ability to do their job effectively. Respondents aged 18-

24 had the second highest percentage (47%) of respondents who said their finances did affect their job effectiveness.



The majority of those who said that they felt their finances impacted their ability to do their job joined the force between 2001 – 2010 at

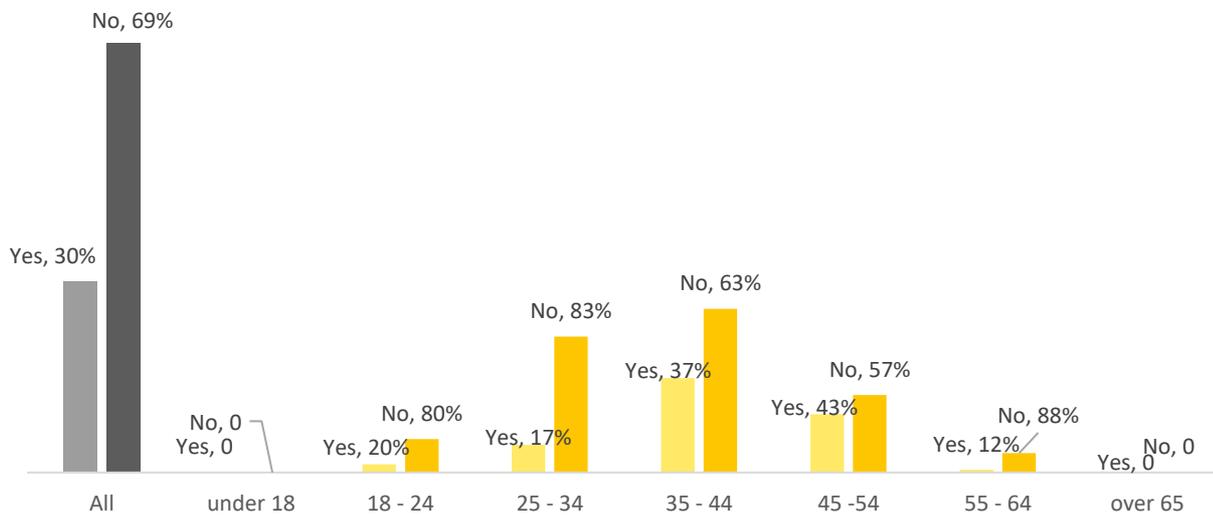
41% (less than half). The highest number of respondents that did not feel their finances affected their work came from those who joined the force most recently.



Do you feel that your **current wage is enough to protect you** in times of financial difficulty?

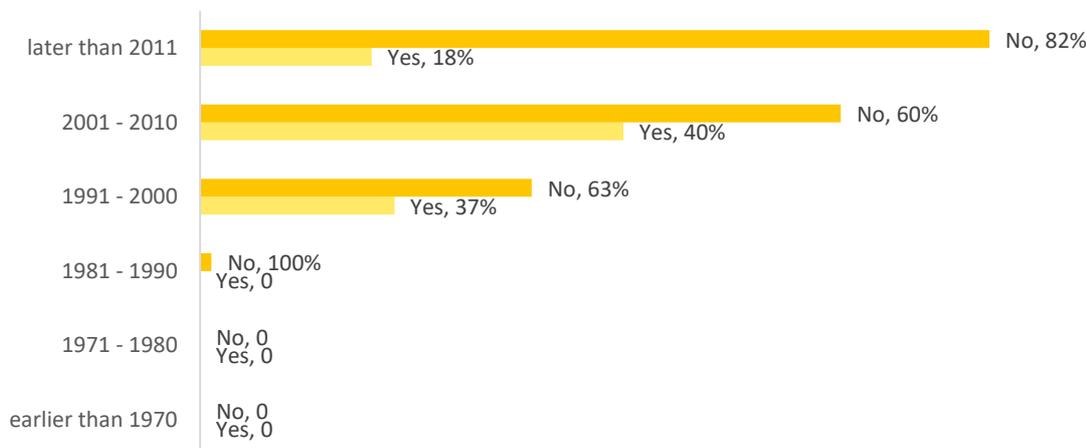
69% of all respondents said that their current wage is not enough to protect them in time of financial difficulty. Answers from respondents up to the age 55 - 64 were consistent.

Respondents with the highest percentage of those who do feel their current wage is enough to protect them were in the age group 45-54.



Those who joined the Police more recently had the largest proportion of respondents

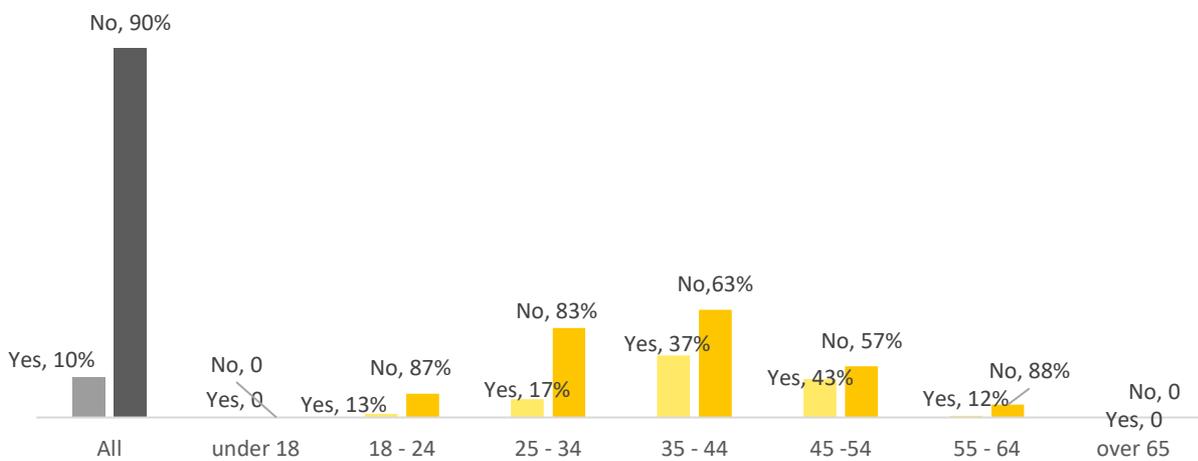
who did not think that their current wage was enough to protect them in time of financial hardship.



Would you be able to cope financially with a change in circumstances such as job loss, health issues or divorce?

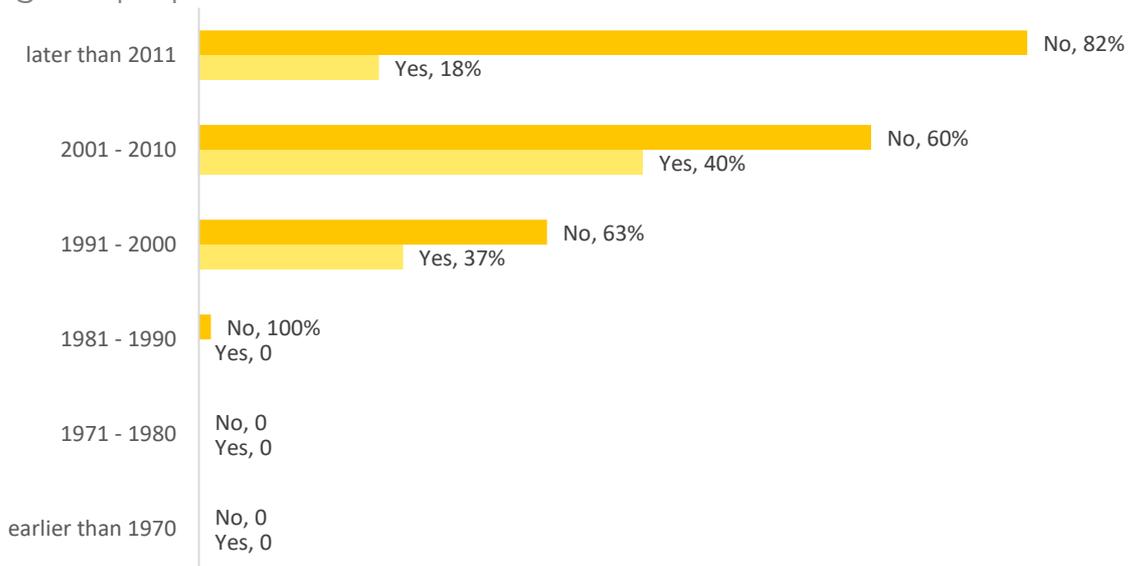
90% of all respondents said they would not be able to cope financially with a change in circumstances. Answers were consistent across all

age groups, each showing a majority for those who could not cope financially.



When broken down by the date respondents joined the force, those who joined between 2001 -2010 had the highest proportion of those who

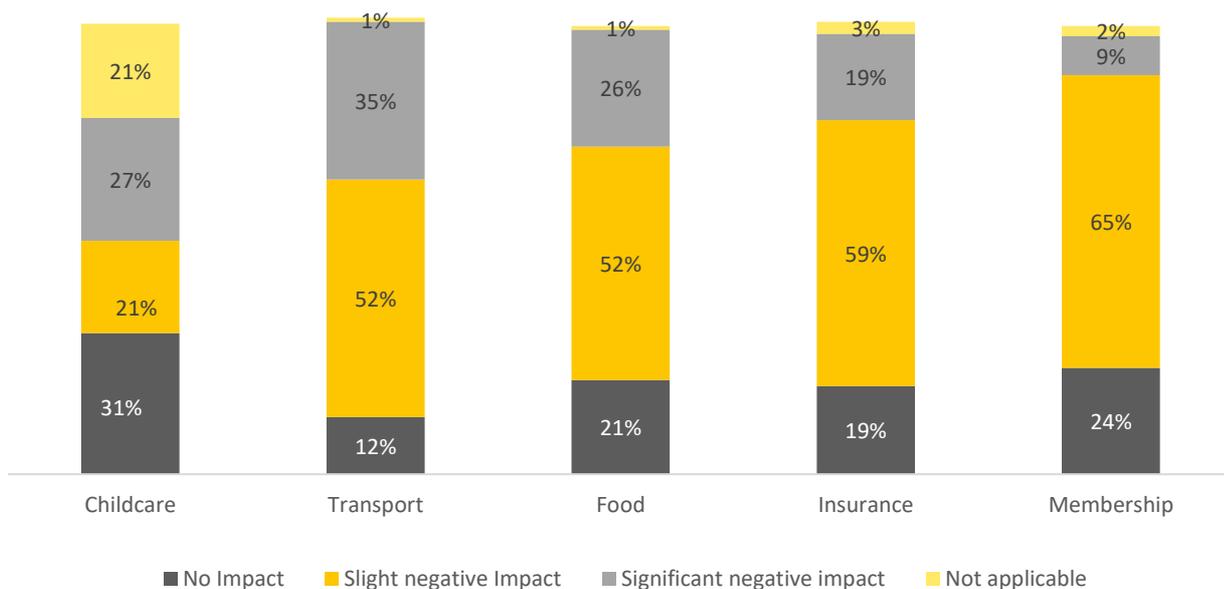
would be able to cope financially with a change in circumstances, at 40%.



Please indicate how each of the below **impacts your finances**, in relation to how much you spend on each item as a result of work.

For this question, respondents were asked to indicate if each of the options had any of the following impacts on their finances; No Impact; Slight Negative Impact; Significant Negative Impact; Not Applicable. The table below represents data from all respondents.

Work related transport had the largest combined negative impact on respondents' finances, followed by work related childcare, food, and insurance spends. Membership had the highest percentage of respondents who found it had a slight negative impact.

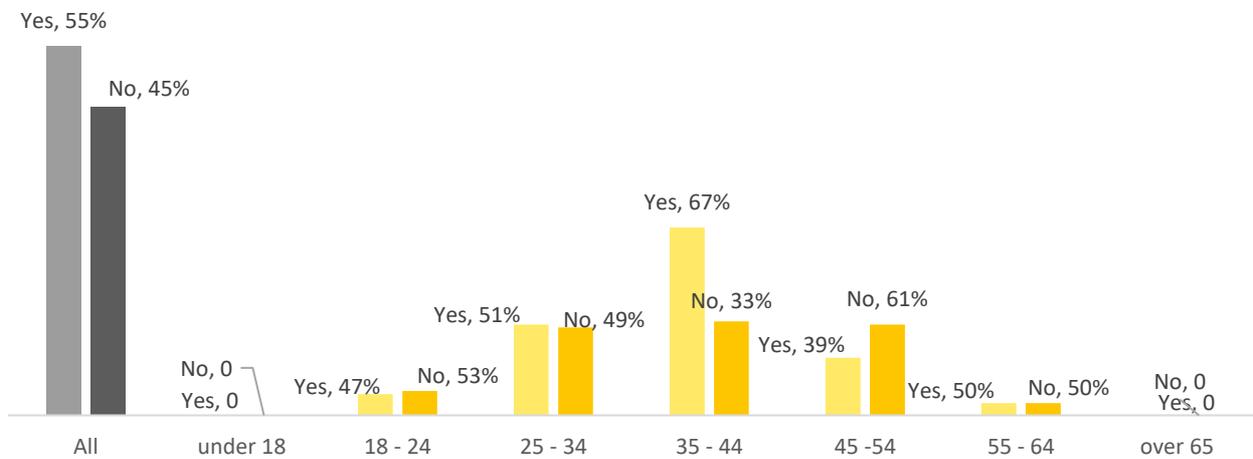


Respondents were also given space to write comments about anything else they need for work that has a negative impact on their finances. Comments included bills and rent, savings, and having buying work uniforms.

Have you ever considered a career outside of the Police due to your personal finances?

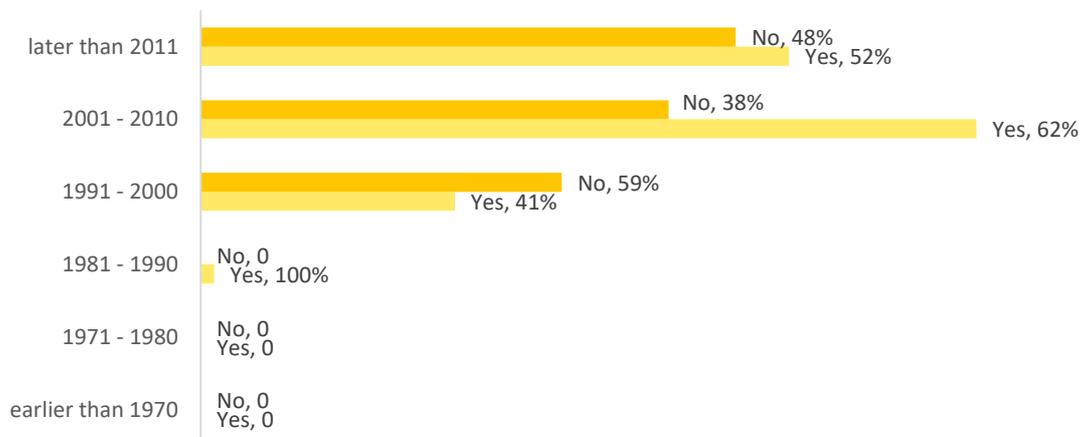
55% of all respondents answered that they have considered a career outside of the Police due to their personal finances. The highest proportion of those who answered

'yes' were aged between 35-44 years old, at 67%. Answers were fairly consistent, with the lowest proportion of those answering 'yes' being those aged 18-24.



When broken down by date respondents joined the Police, those who joined later had higher proportions of respondents who

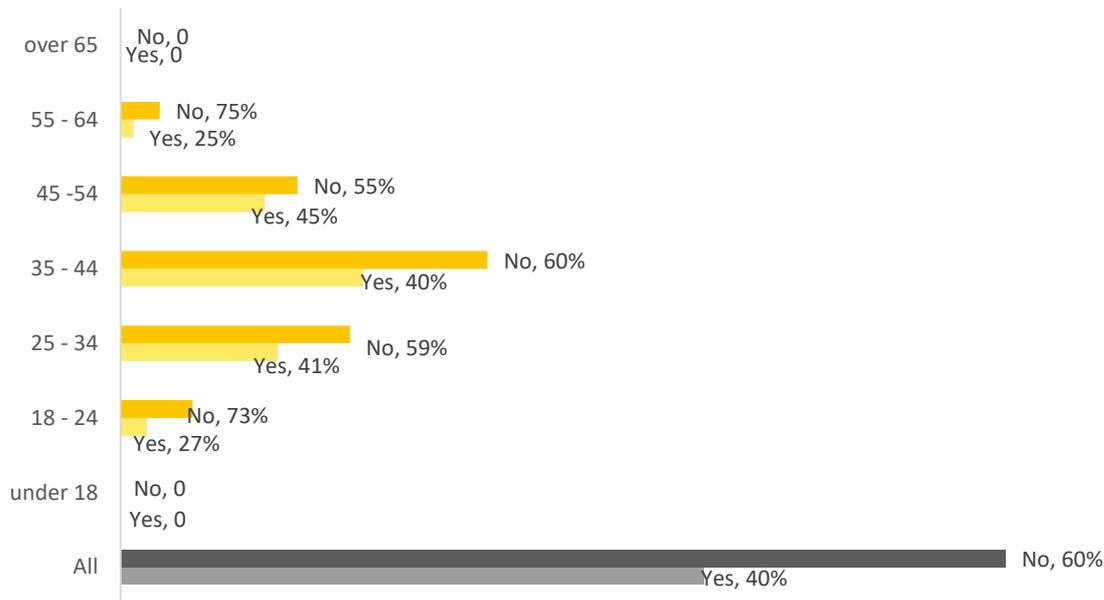
answered that they have considered a career outside of the police, compared with those who joined the force earlier.



Do you know **who to turn to for financial advice or support** within your organisation?

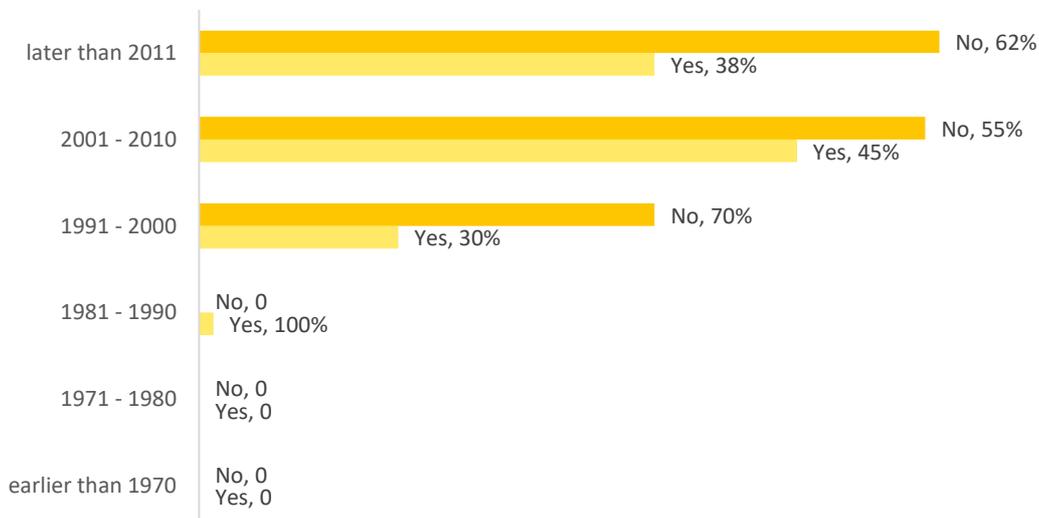
40% of all respondents know who they should turn to for financial advice or support within their organisation. The trend fluctuates

when displayed by age, with those between 18-24 and 55-64 years old having the lowest proportion of positive answers.



Those who joined the Police force more recently were less likely to know who to

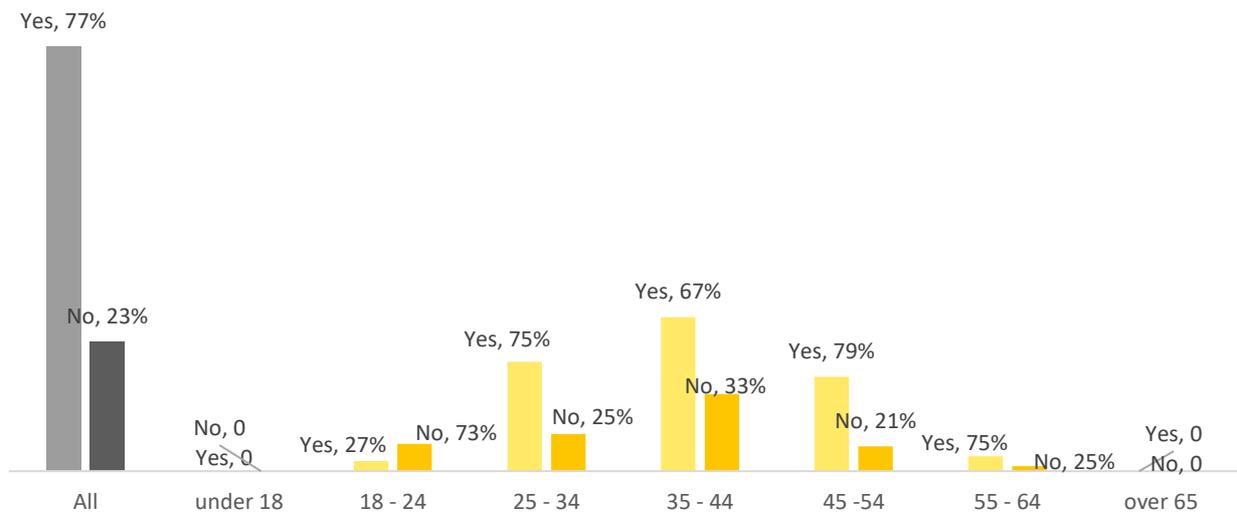
turn to for financial advice or support within their organisation.



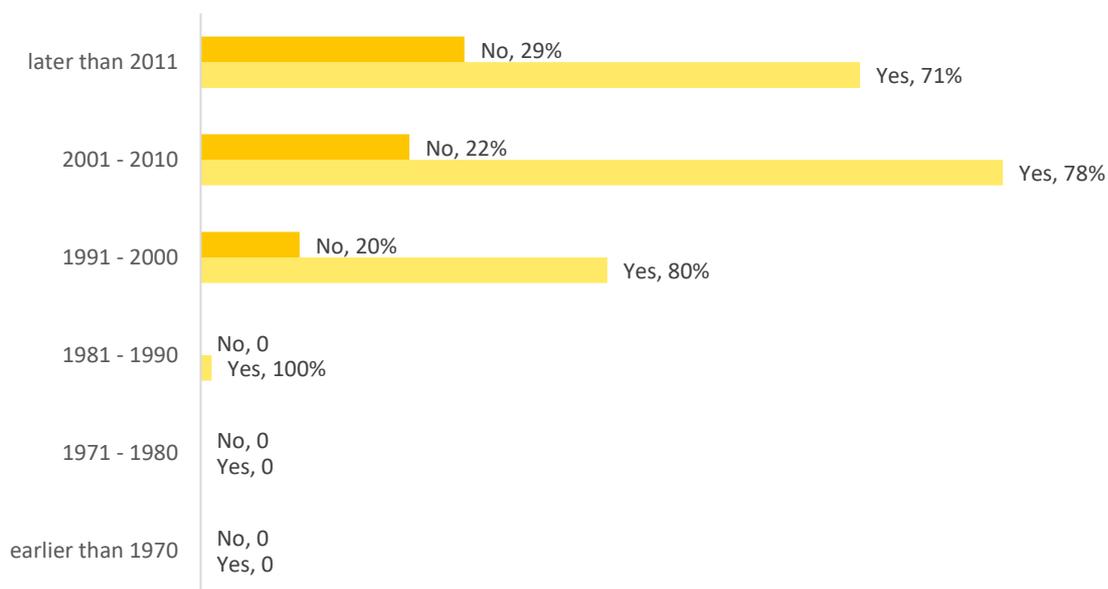
Before this survey, were you aware of the **Warwickshire Police Benevolent Fund**?

77% of all respondents were aware of the Warwickshire Police Benevolent Fund before taking this survey.

Answers were consistently positive across age bands. Except 18 -24, were 73% were not aware about it.



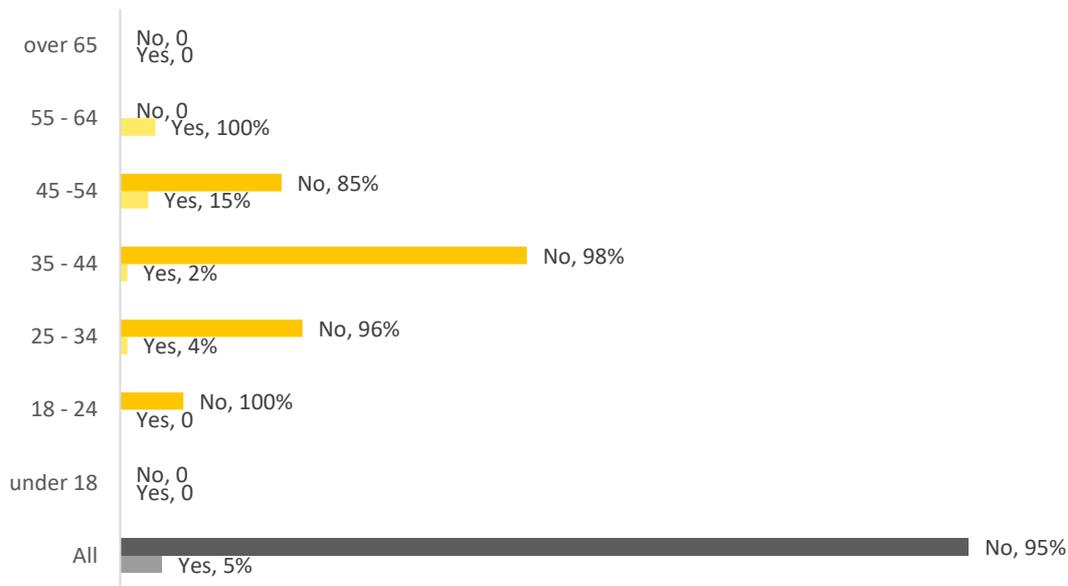
When broken down by the year respondents joined the force, it is apparent that the groups who joined the police force most recently were likely to not have heard of the Warwickshire Police Benevolent Fund.



Have you used the **Warwickshire Police Benevolent Fund**?

Only 5% of all respondents have used the Warwickshire Police Benevolent at some point in their career. The trend indicates that respondents

within 45-54 years old were most likely to have used the Benevolent Fund, 15%.



What did **you use the Warwickshire Police Benevolent Fund for**?

For this question, respondents were able to type their own responses, or select from a pre-written list of options. The majority of

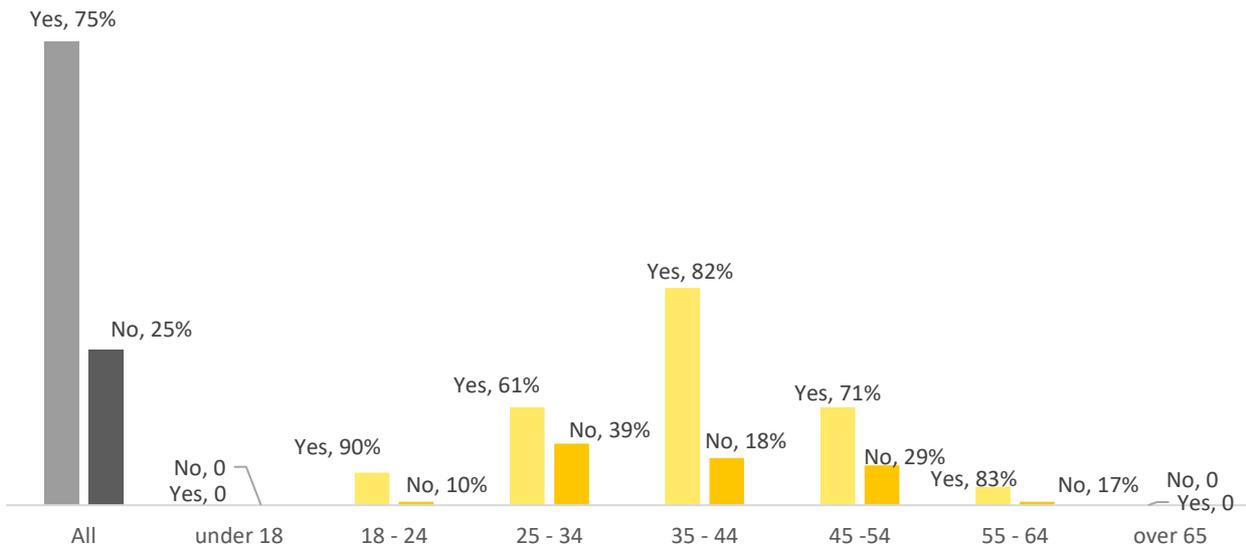
responses are collected from the free type option.

Responses: Paying bills, mortgage, or rent; car or home repairs, some preferred not to specify.

Do you currently donate to the Benevolent fund via payroll?

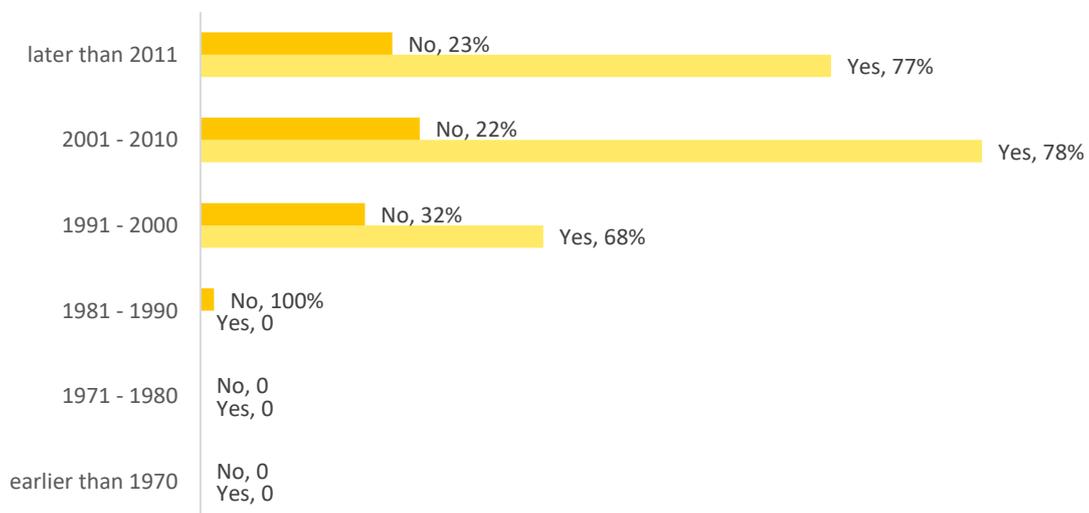
From the graph 75% of respondents said they did donate to the fund via payroll. When split further, 25-34 and

older the lower the proportion that do not donate to the fund via payroll.



When split into the date respondents joined the police force, the highest percentage of members who did donate via payroll came from those who joined between 1991 – 2000.

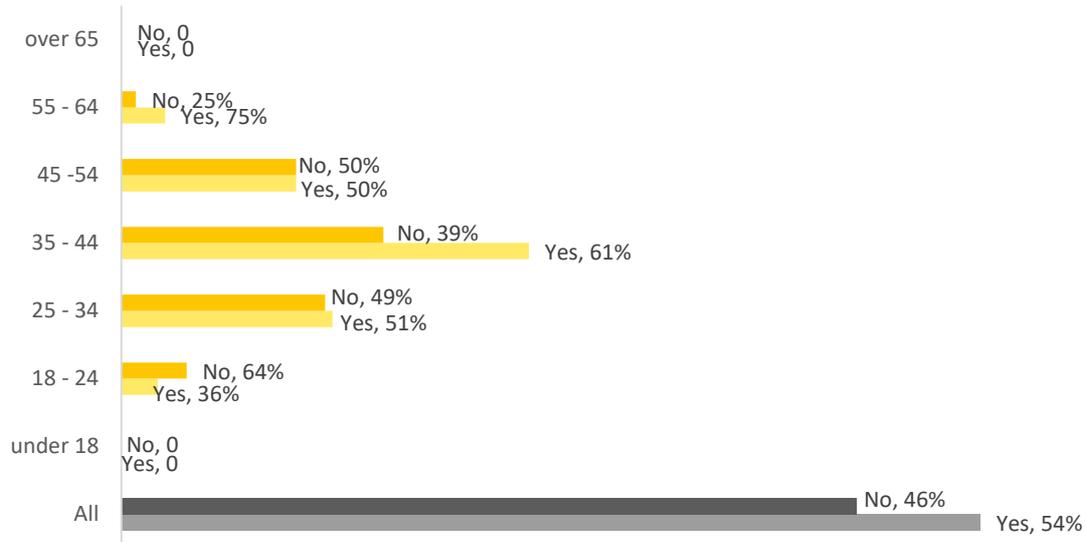
Uptake of respondents who joined 2001 and later, had a lower percentage of those who did not donate to payroll.



Would you consider using the Warwickshire Police Benevolent Fund again or for the first time?

54% of all respondents said that they would consider using the Warwickshire Police Benevolent Fund, either again or for the first

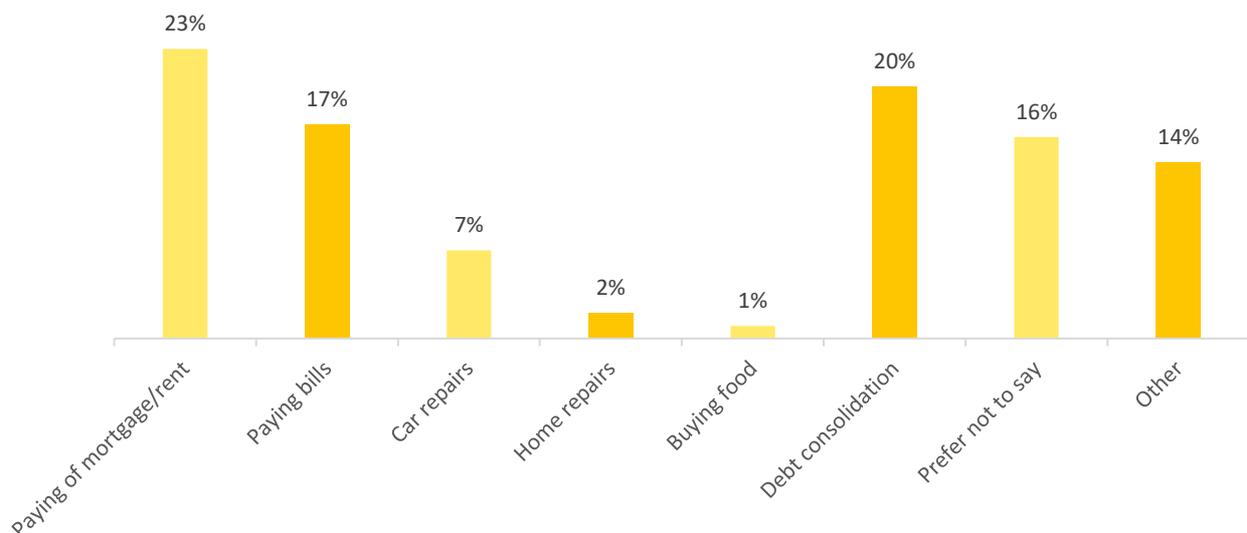
time. 35 -44 holding the largest amount of respondents who would, 61%.



What would you use the Warwickshire Police Benevolent Fund for?

For this question, respondents were given a list of options, as to what they would use the Warwickshire Police

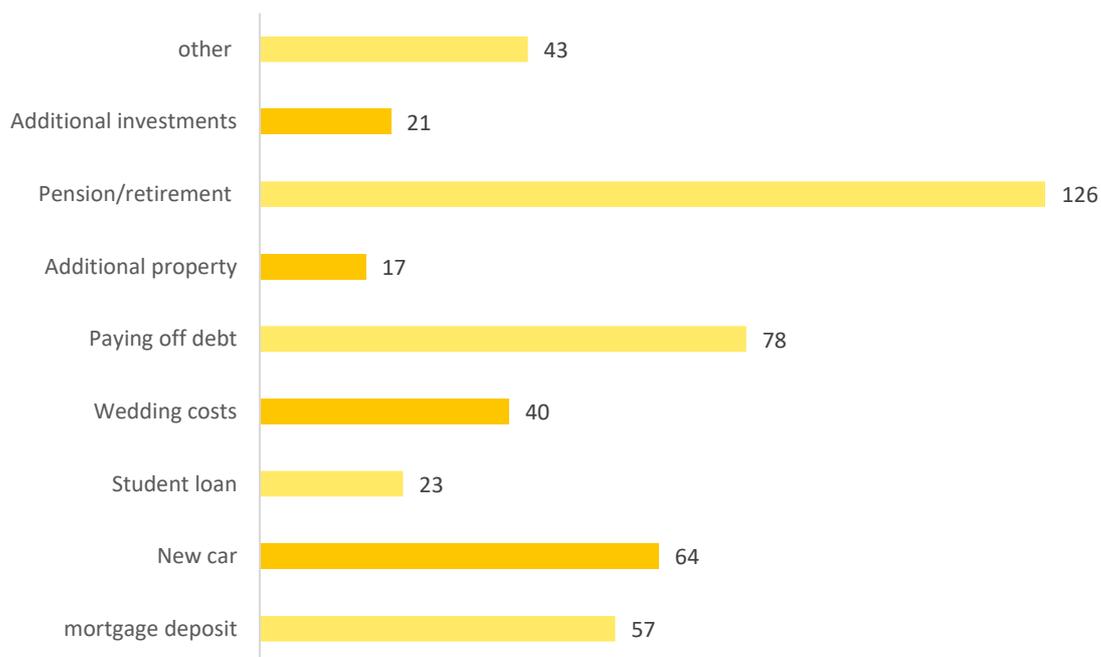
Benevolent Fund for. The responses are listed below.



Which life events are you saving for or foresee for the remainder of your career?

Respondents were given a list of options as to the life events they are saving for or foresee for the remainder of their career. As well as being able to choose multiple options, there was also an option to

specify events through choosing the 'other' option. Sum of the results are shown below. The option respondents voted for the most was pensions /retirements.



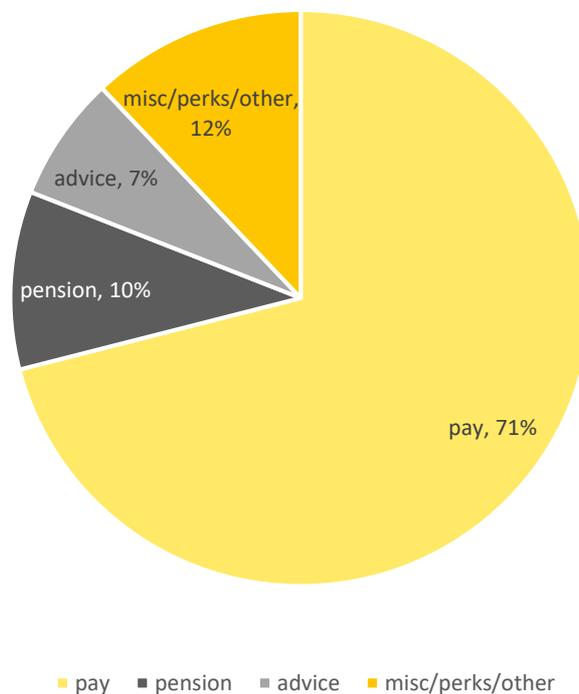
“Other”: Children, University, home improvements, costs, holidays, paying mortgage, fees, education, house, supporting

Concluding Thoughts

What more can be done?

At the end of the survey, respondents were given a large free text area to express their feelings about what more could be done to improve their

financial wellbeing. The main subjects of the responses were analyzed and have been categorized into the groups in the graph below.



The full responses can be found in the accompanying document. It is worth noting that a handful of respondents answered that they feel they are in a comfortable financial situation, and that they are fully aware of the welfare services available should they need to use them.

Several called for more information about the welfare services available, and several mentioned wanting to know more about alternatives as well.

A Few also mentioned how government legislation and changes there would be the only way to help support the officers.

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