

BRAVE OFFICERS RECOGNISED AT NATIONAL AWARDS CEREMONY

MORE DETAILS, PAGE 4



Chair's foreword

By Darren Harris, chair of Suffolk Police Federation

Welcome to the autumn edition of your Federation ezine.

It has, of course, been a very busy few months since our last publication in the spring but one issue from the summer is still having a lasting impact – the decision of the Government to award police officers a zero per cent pay award.

Quite often with a story that grabs the media headlines, the initial outrage dies down over time but while, as ever, police officers have remained focussed on their jobs, they have not forgotten how the Government's decision made them feel – unappreciated, under-valued and taken for granted.

The Federation has made members' views known, passing a motion of no confidence in the Home Secretary, and withdrawing from the Police Remuneration Review Body saying that a truly independent organisation must consider officer pay.

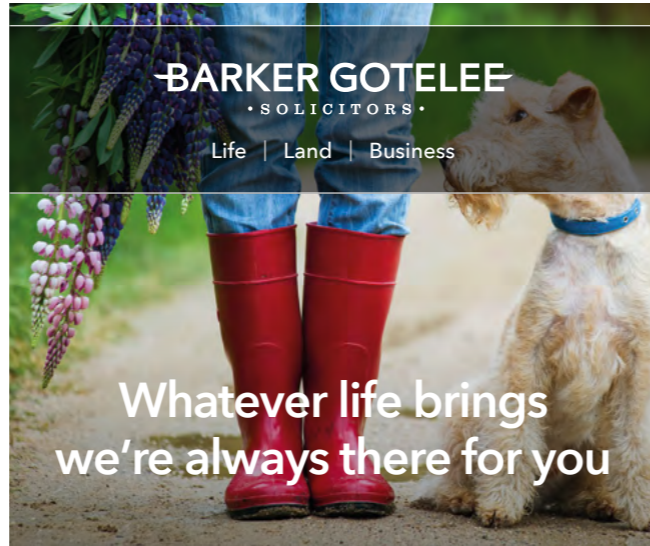
But, in so many ways, police officers' hands are tied. They do not have the right to strike or other industrial rights. The police service is in a unique position and in return rightly expects to be treated fairly.

If the Government needs further evidence of why police officers are different to just about all other workers then it perhaps needs to pay more attention to two key events in the policing year – the National Police Memorial Day and the Police Bravery Awards.

These exemplify how police officers each and every day put their lives on the line to protect their communities sadly leading some to pay the ultimate price and others to receive life-changing injuries.

Ministers should attend these events and then try to explain why officers do not deserve a pay rise in line with other workers.

Published by Julie Butterworth
XPR (UK) Ltd, The Old Farmhouse, 2 Higham Fields Court, Higham Fields Lane,
Higham on the Hill, Nuneaton, Warwickshire CV13 6ET
M: 0777 164 3337



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News round-up

Policing left behind on pay

Policing is in danger of being left behind, says the chair of Suffolk Police Federation after new Government figures revealed an annual hike in UK average pay of 7.4 per cent.

In contrast, the Government has offered officers in England and Wales a zero per cent pay rise which Darren Harris says will make it harder to retain existing officers and recruit quality new ones.

Darren said: "Our members have every right to feel angry and betrayed by the Government's pay freeze, particularly when they see the wage rises on offer in other areas.

"The Government is trying to recruit desperately needed officers to the service but what message does this send out to potential new recruits, and to our colleagues who have been on the frontline all through the pandemic?

"Policing is in danger of being left behind – seen as an unattractive career, with huge pressure and demands and few rewards."

Darren was speaking as new Office for National Statistics data showed growth in average total pay (including bonuses) was 8.8 per cent, and 7.4 per cent for regular pay (excluding bonuses) in the period between April and June. It also highlighted a record high in the number of UK job vacancies.

Ché Donald, national vice-chair of the Police Federation of England and Wales (PFEW), also reacted angrily to the figures.

He said: "My colleagues will be dismayed by the news that some sectors are clearly receiving sky high wage rises while police officers receive nothing. They will be fully justified in feeling further betrayed by the unfairness of this news.

"Police officers who were on the frontline of the pandemic have already seen firefighters and local government workers in England given a 1.5 per cent increase.

"The ONS has now said the UK employment situation has been rebounding 'robustly,' and this new data will be viewed as further evidence all sectors were not treated equally by this government.

"It is yet another example of why we have lost confidence in a government which deliberately took full advantage of our unique status as public servants without the same employment rights as other members of society."



Federation to open up to Specials

The Police, Crime, Sentencing and Courts Bill also includes provision to permit Specials to become members.

Ben Hudson, Suffolk Police Federation secretary, said: "We've been campaigning for Specials to be able to join the Federation for a number of years now and it's really pleasing to see it moving a step nearer.

"It's only right that Specials get the same legal protection and support as regular police officers as members of the Police Federation.

"Specials face the same risks as regular officers, and they've played a vital role during the pandemic, so I'm proud that we'll soon be able to welcome them into the Federation.

"We're looking forward to that day," he added.



The Police Bravery Awards 2020 nominees are pictured in Downing Street with Home Secretary Priti Patel.

BRAVE OFFICERS RECOGNISED AT NATIONAL AWARDS CEREMONY

Two Suffolk police officers who rescued three terrified children from a house in which a “crazed” gunman had wreaked havoc and was threatening to kill them have had their courage recognised at a glittering ceremony in London.

Thinking they were on a routine call to a domestic disturbance, PCs Pete French and Jordan Tuck found themselves at the centre of a major incident and having a loaded shotgun pointed directly at them by an agitated man.

The pair managed to lead three frightened children and one adult to safety before returning to deal with the gunman, who according to one of the children had said he “was going to kill them all”.

Their bravery, alongside that of 91 other nominees from 42 forces across England and Wales, was recognised at the Police Federation’s 2020 Police Bravery Awards, held at a London hotel on 12 October.

Earlier the officers were welcomed to a Downing Street reception hosted by the Home Secretary, Priti Patel.

“I was very proud to accompany our brave officers to the awards,” says Ben Hudson, secretary of Suffolk Police Federation, “The Police Federation was forced to cancel last year’s ceremony due to the pandemic so it was particularly pleasing to be able to celebrate their exceptional bravery at a real live ceremony at last.

“Our two nominees, like all the other officers I spoke to and heard from at the event, have really played down what they did, saying they were just doing their job but in just doing their job they put their lives at risk to protect others and that is something which is commendable. Policing is a dangerous job but these two brave officers on finding themselves facing an incredibly frightening situation simply got on with what they had to do to save three children.”

During the incident, in Great Cornard near Sudbury, they were confronted by the gunman, to whom they gave clear commands to drop the weapon only to be met with hostility.

After leading the family to safety, the constables kept the gunman under observation from inside the house as they awaited support from armed police.

The man tried to smash his way in, using the butt of his shotgun on the patio doors, before dousing the garden shed in petrol and setting it alight. The blaze was quickly out of control with 20ft flames spreading to neighbouring properties.

The man then crouched behind a hedge with his shotgun pointed towards the house. PC French advised the control room that, due to the unpredictability of the male, there should be no sirens when back-up arrived and that no one should enter the garden.

But, while awaiting support, the officers noticed the man had lowered his gun and seized the opportunity to arrest and handcuff him.

Suffolk falls into Region 4 for the awards, also covering the police forces of Cambridgeshire, Derbyshire, Leicestershire, Lincolnshire, Norfolk, Northamptonshire and Nottinghamshire.

The regional winner was PC Geoff Marshall of Derbyshire Police, who helped to prevent a dam at Toddbrook Reservoir from collapsing and overwhelming the town of Whaley Bridge below.

The overall national winner was PC Stuart Outten from the Metropolitan Police.

He suffered multiple stab wounds and skull fractures, but managed to use his Taser to disable an attacker who was armed with a machete. In the horrific attack, he suffered six deep wounds to his head, skull fractures, and two wounds to his arm and multiple finger fractures. John Apter, national chair of the Police Federation of England and Wales, said: “We have the finest police officers in the world - dedicated public servants who, without hesitation, put themselves in danger to protect others.

“They are humble, professional and committed individuals who I am proud to call my colleagues. Police officers are everyday heroes who are anything but ordinary. My congratulations go to PC Outten and all the Police Bravery Awards nominees. They deserve every bit of recognition they receive.”



PC Jordan Tuck and his partner Melissa ahead of the Downing Street reception.



PC Pete French and his wife Jo at No 10.



Pete and Jo French inside No 10 with Prime Ministers through the ages as their backdrop.

A humbling and special experience

Pete French says the bravery awards Downing Street reception and the awards evening were “absolutely fantastic”.

Describing the experience at No 10 as “an amazing, once in a life-time experience”, Pete and his wife Jo thoroughly enjoyed their day.

“As we walked around Downing Street we could see and feel the history of the building. It was a humbling and special experience,” he explained. “We all see footage of that iconic black door which is famous world-wide but not many people actually get to see what's the other side of it. It was a bit surreal to be honest, going up the staircase there are portraits and photographs of every single Prime Minister and that really brings home to you the history of the building. It was an absolute privilege to be able to be there.”

At the awards ceremony, the Suffolk bravery award nominees were joined by Chief Constable Steve Jupp and the Police and Crime Commissioner Tim Passmore and Geraldine Winner was also on their table. Geraldine's late husband, Michael Winner, set up the Police Memorial Trust to ensure that there were permanent memorials to officers killed in the line of duty.

They also had the opportunity to speak to Home Secretary Priti Patel who Pete said seemed sincere and

genuinely interested in them.

But Pete explained that at times during the awards evening, listening to other nominees' stories, he felt like a bit of a fraud but then he realised the incident for which he and Jordan were nominated could have turned out very differently.

“The worst moment for me was when the man disappeared, we didn't know where he was, what he was doing and what he was planning to do,” says Pete, “Our over-riding aim had been to get those poor, traumatised children out of the house and to a place of safety. I was also concerned for Jordan as he was only nine months in to his service. We knew we were dealing with a volatile and angry man but it was a relief when we could see him again and particularly when he decided to lay down the gun.”

On the evening before the awards, the bravery awards nominees and their wives enjoyed a meal at The Hawksmoor before attending the ceremony of the keys at the Tower of London, something that had been on Pete's wishlist.

In terms of a lasting reminder of their experience, Pete and Jo have the photos of the event while Jo has also retained her Downing Street cloakroom ticket.

“I will treasure the experience of being at No 10 as we are unlikely to get a visit Downing Street again.”

Photography by Anderson Photography

BRAVE OFFICER PULLED DRUNKEN MAN OUT OF PATH OF HGVS

A Suffolk PC who pulled a drunken man to safety after he ran out onto a busy dual carriageway has been nominated for a national bravery award.

PC Chris Clark showed “cool-headed professionalism” as he dragged the man to the relative safety of the hard shoulder on the A14 before a scuffle ensued.

PC Clark then managed to restrain the man for nearly 11 minutes within feet of the busy road until back-up arrived. He has now been nominated in the Police Federation's Police Bravery Awards 2021.

PC Clark was called out to a report of a broken-down vehicle on the A14 which links Felixstowe, Britain's largest container port, with the Midlands and is heavily used by HGVs - shortly before 9pm on 19 June 2020.

On arrival, PC Clark pulled up behind the vehicle which was parked on the hard shoulder. The intoxicated man was also on the hard shoulder, and sat on his vehicle's bonnet as PC Clark started to carry out checks. The man then glanced towards the dual carriageway before running onto it.

PC Clark also entered the lanes of traffic and managed to pull him back onto the hard shoulder only for the man to resist, trying to overpower the officer. Both nearly ended up on the road as heavy traffic

roared past, before the officer managed to restrain him until other officers came to his assistance.

Darren Harris, the Suffolk Police Federation chair, said: “Having studied PC Clark's body-worn video footage, I can only describe this incident as horrific.

“With little concern for his own personal safety, PC Clark made sure this man was kept from harm until his colleagues were on the scene.

“It must have seemed like an eternity but he showed cool-headed professionalism throughout an extremely stressful situation and has rightly been commended for his actions.”

PC Clark, based at Force Headquarters in Martlesham Heath, near Ipswich, has 14 years' service with the Force. For this incident, he has received a Royal Humane Society Award.

The defendant went to trial and was found guilty of being drunk and disorderly and common assault on an emergency worker.

PC Clark will join other nominees from across England and Wales at the Police Federation of England and Wales Police Bravery Awards ceremony being held in London in early December.



John Apter, national chair, addresses guests at the 2020 Police Bravery Awards.

Support for Breast Cancer Awareness Month



Suffolk Police Federation's equality lead is backing calls for all members to check themselves during Breast Cancer Awareness Month after two brave officers shared the stories of their breast cancer journeys.



Emma Arthurs-Newman

Emma Arthurs-Newman, who is four years into her own breast cancer journey and an active member of a cancer peer support group within the Force, spoke out powerfully about her experiences last week.

Like Emma, Tara McGovern and Tiff Lynch are both passionate about highlighting the importance of knowing your own body and regularly checking yourself to catch anything and get treatment as soon as possible.

Tara, a detective chief superintendent with the Met Police, found a lump in her breast on New Year's Eve 2018 and two weeks later was diagnosed with breast cancer.

She had lost her mother to the disease when she was just 11 and so began regularly checking her own breasts every month.

She said: "When I found the lump, I knew it wasn't right and I acted straight away. It was small and my surgeon was surprised I had even noticed it.

"But because I understood and knew my own body, I found it incredibly early and even though it was aggressive, I got through it.

My oncologist said 'I am going to make you feel dreadful for 18 months, but then you are going to live the rest of your life.' And she was right."

Tiff, a Police Federation National Board member and former Leicestershire Police Federation chair, was diagnosed with breast cancer last year in the midst of the coronavirus pandemic. She said scrolling through social media one day led to her doing a spur-of-the-moment check of her breasts.

Tiff said: "July 9th of last year, I will never forget the date, I was flicking through Twitter and I saw (sports presenter) Jacquie Beltrao talking about the importance of checking. I thought maybe I should do it. And there they were.

"Two pea-sized, hard lumps and I just knew straight away. I didn't know how aggressive it was or if I had found it early or late. I could tell everyone around me wanted to ask me 'so what happens next' and I just didn't know. Because I didn't have the answers. But I knew I was going to fight it."

"Together, we can share the message and encourage everyone, male or female, to get themselves checked more regularly."



Tara ringing the bell at the end of her treatment

Emma thanked Tiff and Tara for speaking out about their experiences, saying: "Tiff and Tara's stories really bring home the fact that it could happen to anyone. I know how hard it can be to speak about something that's so personal and often very painful, and I am grateful that they've shared their stories.

To that end, Tara has spearheaded the launch of the Change and Check campaign, starting in the Met and spreading to forces nationally.

The campaign highlights the importance of checking your breasts, knowing the signs and symptoms and how to check.

She said: "It's best to check yourself on a monthly basis, at the end of your menstrual cycle. Look in a mirror, lift your arms and look from your neck down to below your breasts. Check, feel and press with the flat of your fingers.

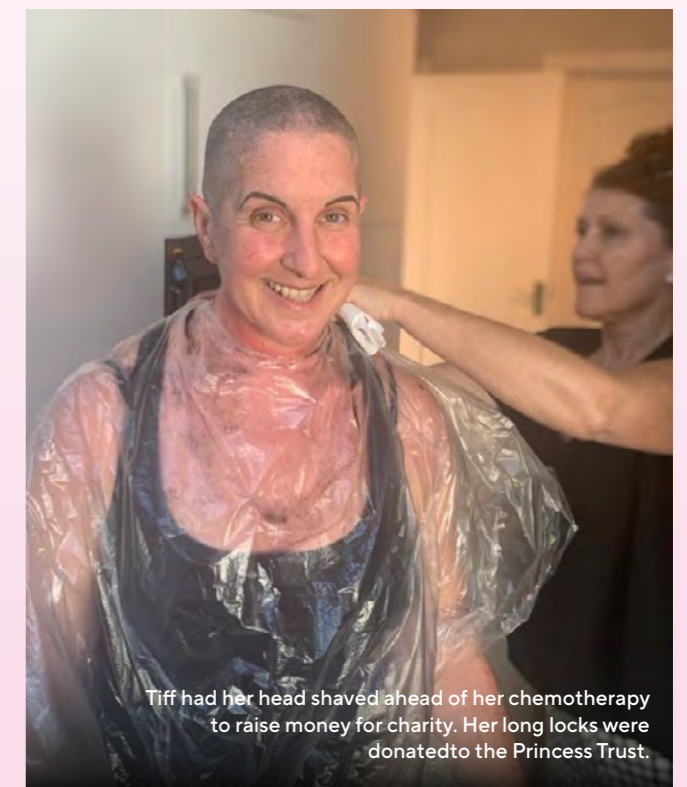
"If you're menopausal, then just make sure it's the same time every month - log it in your phone to remind you.

"It's a straightforward, five minute check. Don't worry too much about the method at the start, just get to know your breasts. It can save your life."

Tara and Tiff will be sharing more about their journeys, the Change and Check campaign and their advice in a series of short videos through October on our social media channels.

In a message to anyone who may be newly diagnosed, or worried about a possible diagnosis, Tara and Tiff say: "It's going to be OK. It will be a rough ride, it will be tough and you will feel pretty lousy. But there is nothing that will be thrown at you that you won't be able to deal with. It's going to be OK."

And Emma added: "I am right behind Tara and Tiff on this. Anything we can do to raise awareness of the need for people to check themselves and seek medical advice if they spot anything unusual for them has to be a good thing."



Tiff had her head shaved ahead of her chemotherapy to raise money for charity. Her long locks were donated to the Princess Trust.



The congregation inside the cathedral.

Policing family comes together to remember fallen officers.

Suffolk Police Federation chair Darren Harris attended the annual National Police Memorial Day alongside dignitaries, family members and public figures who gathered to honour police officers who have fallen in the line of duty.

He was joined at the service, which was held at Lincoln Cathedral at the end of September, by Emma and Amy Hawkes, daughters of Sergeant John Hawkes who died in service in 2018 after a battle with bowel cancer. Emma is now a Suffolk PC and has John's collar number - 241 - while Amy is a Suffolk police staff member.

Darren said: "It was an honour to be able to attend the service in person after last year's virtual event. National Police Memorial Day is an important moment for us to come together and reflect on the ultimate sacrifice our fallen colleagues have made. We owe them so much, and I am glad I was able to attend and honour them in person this year, as well as physically represent the Suffolk policing family."

The service was led by the Reverend Canon David Wilbraham, national police chaplain and coordinator of the National Police Memorial Day.

Home Secretary Priti Patel gave a reading from 1 Corinthians 13 on the theme of love and Dame Cressida Dick, Commissioner of the Metropolitan Police Service, gave the address.

John Apter, national chair of the Police Federation of England and Wales, addressed the congregation of around 300 people and read out the names of the six officers who had died in the line of duty in the 12 months since last year's service, which was held online due to the pandemic.

- They were:
- PS Paul Keany, Northamptonshire Police
 - PC Christopher Miller, Metropolitan Police
 - PC Matiu Ratana, Metropolitan Police
 - DC Quamar Zaman, Greater Manchester Police
 - PC Thomas White, Police Scotland
 - PC Darryl Street, Civil Nuclear Constabulary.



John Apter, National Federation Chair, reads out the names of fallen officers



Dame Cressida Dick addresses the service.

John said: "National Police Memorial Day is an incredibly important day in the policing calendar. It's a day to remember those colleagues we have lost and to ensure they are never forgotten."

"Policing is a family, and when we lose a member of our family the pain is felt far and wide. The National Memorial Day is a time to reflect, pay tribute and remember. It is so important, especially to the families, friends and colleagues of those we have lost, that their loved ones will never be forgotten."

During the service, representatives of fallen officers lit candles in an act of remembrance with one each for the forces of England, Northern Ireland, Wales and Scotland.

While there was a minute's silence, petals of remembrance, representing all who have lost their lives, fell from the gallery as the orchestra played "Abide With Me" and "The Last Post" was sounded.

The service was followed by an online commemoration for those unable to attend in person. As a show of support, public buildings around the UK were illuminated blue to mark the occasion, including numerous police HQ buildings.

National Police Memorial Day was founded in 2004 by now retired Sergeant Joe Holness to commemorate the memory of colleagues lost in the line of duty. Sergeant Holness was motivated by the death of his colleague, fellow Kent officer PC Jon Odell, who was killed in December 2000 after a vehicle was driven at him.

Next year's service will be held in Belfast on Sunday 25 September 2022.



Mounted police outside the cathedral.

New reps join the Branch Council

Suffolk Police Federation secretary Ben Hudson has welcomed new representatives to the Branch Council following the recent elections.

DC Lucy Drage of Protective Services and Sergeant Ed Scott, Halesworth Response, are the new workplace reps and will join those who have been re-elected to their roles.

Ben said: "We're delighted to be able to welcome Lucy and Ed as our new reps and congratulate them on their election. We wish them well in these new roles.

"We'll be bringing them up to speed over the next few weeks through our induction process and they will undergo training provided by the Police Federation of England and Wales.

"This is designed to enable our reps to be able to effectively advise and support our members.

"We also congratulate our existing reps who have been re-elected and encourage them to continue to build on the skills they've already gained which can only help and support their colleagues.

"All our reps are here to represent and support members, so I would urge officers to seek them out for advice about regulations and workplace issues."

The next stage of the Federation elections were the Branch Board nominations (October 1 to 15) followed by the elections (October 18 to 29) with the Branch Board elected on 1 November.

Nominations for the branch chair (November 1 to 21) will be followed branch chair elections (November 17 to 30) with the branch chair elected on 1 December.

This will be followed by Branch Board meetings to elect the secretary, treasurer and other officers.

[Meet the Team](http://www.polfed.org/suffolk/about-us/meet-the-team)
www.polfed.org/suffolk/about-us/meet-the-team

Get to know your Federation reps



Claire Yates

Claire Yates has been a Suffolk Police Federation workplace rep for three years.

She became a rep because she was interested in taking on roles which helped fellow officers and draws on the wealth of experience gained from a long career on the frontline to do so.

She said: "I like to think I bring compassion and approachability to the role as people often come to me due to my frontline role. My priorities are to try to learn my trade and be more competent so I can assist officers, learning all the time."

Claire admitted the role of a workplace rep could be challenging.

She said: "I am challenged on a daily basis! Knowledge retention and technology are my biggest challenges. Any Fed reps will know I doubt myself, I worry that I can't give officers the best service due to my lack of knowledge.

"All members are really patient but, in all, the struggles I have are the technology and getting to grips with the procedures and forms in terms of computer recording of the work."

She said she always tried to deal with people fairly and told officers considering a role as a Federation rep: "If you are happy for awkward conversations and want to make sure officers are treated properly, then go ahead."

According to Claire, the main challenges facing the Police Federation include providing suitable training and getting the right people for the job as well as ensuring the Force takes measures to improve officer retention.

She said the Federation should also concentrate on mental health issues of staff and officer welfare following the coronavirus pandemic.

Claire joined the Force on 2 October 2000 and has spent her 21-year career on frontline policing on NRT with seven years at Sudbury and 14 years at Ipswich.

During this time she has taken on a number of roles and continues to carry out the following roles: TRiM, PSU, FLO, MOE.

She said: "It's too difficult to come up with one career highlight - there are a number of memorable highs, for the right and wrong reasons."

"It's too difficult to come up with one career highlight - there are a number of memorable highs, for the right and wrong reasons."

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Mike Pereira

Temporary Detective Chief Inspector Mike Pereira says it's "a privilege and a huge responsibility" to work for colleagues as a Suffolk Police Federation rep.

Mike, who has been a rep since 2019, says he draws on his own experiences to help and support officers in his role.

"I have faced challenges in my career and I am able to share these through supporting others to provide context and to be able to empathise."

"I wanted to enter into a role where I could support officers through difficult times while ensuring I did all I could to see that they were treated equally and fairly," he said.

"I like to think I bring a diverse perspective both in terms of my ethnic background but also in terms of my life experiences so far.

"I have faced challenges in my career and I am able to share these through supporting others to provide context and to be able to empathise.

"I enjoy the responsibility and trust of the position. We are often called to support people in the most difficult circumstances of their career which is both a privilege and a huge responsibility at the same time.

"The balance between providing the best possible advice and support to the officer while recognising that being a Fed rep is a voluntary role and on top of all the other commitments of your day job is a challenge," he added.

Mike's special area of interest is diversity, equality and inclusion. He is a member of the National Federation's race, religion and belief group and contributes towards improving the diversity of Federation reps across the country.

"My priorities are to support officers to the best of my ability as a rep and to strive for equal and fair treatment for all," he said.

And he encouraged other officers to consider putting themselves forward to become reps.

"You learn a lot," Mike said, "You are well supported and can make a real difference to your colleagues' lives."

However, he said that the limited number of full-time roles was a challenge for the Federation.

"I have seen forces of equivalent size with more full-time positions which mean that more dedicated energy can be driven into Federation matters," he said.

Mike joined the Force in 2006 and his first posting was to Ipswich Neighbourhood Response Team.



Enjoy a discounted break at our holiday home

Suffolk Police Federation is offering members the chance to book a relaxing low-cost break at its new holiday home.

It gives members the opportunity to take a well deserved break and recharge their batteries without having to break the bank on an expensive holiday.

The lodge, which sleeps up to eight people, is on Kelling Heath Holiday Park which is set among 300 acres of woodland and rare open heathland in an area of outstanding natural beauty near Weybourne on the North Norfolk coast.

The lodge has three bedrooms:
 Bedroom 1 - king size bed
 Bedroom 2 - two full size singles
 Bedroom 3 - two smaller singles.
 There is also double-sized sofa bed in living room.

It can be booked for three, four and seven-day stays, and is open for bookings now with availability right through until 2 January 2022.

The lodge is fully equipped and furnished to an exceptionally high standard and has been designed to help guests make the most of the holiday park lifestyle.

It has full central heating luxurious and fashionable free-standing furniture and an amazing kitchen with a five-burner gas hob including wok burner, quality feel worktops, integrated fridge freezer, dishwasher and microwave and a full height pantry. There are also plenty of TV points, power sockets and USB chargers and a satellite co-ax giving visitors the freedom to receive as many channels as they do at home.

Branch chair Darren Harris said:
"We wanted to offer our members a chance to take a much-needed break and get away from it all for a few days after what has been an incredibly challenging year."

The holiday home can be hired by members of the Suffolk Police Federation Group Insurance Scheme on a first-come, first-served basis with three-day breaks costing as little as £350.

Find out more by visiting the holiday lodge page at polfed.org/suffolk

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