



Black Lion Swimming Club

Affiliated: K.C.A.S.A., M.A.S.A., R.L.S.S., ASA South East Region

www.blscswim.club



Hardship Fund Policy Updated: February 2018

Black Lion Swimming Club is keen to be inclusive and to support our swimmers if they or their family encounter financial hardship. The Club operates on a non-profit making basis and therefore has limited funds and high overheads to which it is committed to pay. However the Committee recognises the importance of our swimmers being able to continue to train regularly.

The Club does not have a hardship fund, but all cases will be discussed by the Committee with the Welfare Officer on a case by case basis before a course of action is agreed. The club is prepared to help swimmers fund their squad fees, membership fees or gala entry fees if the swimmer can provide the following evidence to show they are currently suffering under financial hardship:

1. Have been a members of Black Lion Swimming Club for longer than 6 months and demonstrated a commitment to the Club having regularly attended sessions.
2. Can provide evidence of 1 of the following – all wage earners for the family are currently unemployed but actively seeking work or the family is currently supported by only 1 wage earner who is part-time.

The guidelines in which the committee will operate are as follows:

- This financial support is designed to be temporary, to help bridge the gap whilst families explore other options in order to financially support the swimmer's fees.
- Support would be available for a maximum of 3 months or when the funds run out, whichever is the soonest, for up to 2 swimmers per family. The application would be reviewed after each month.
- An application for funding can only be applied for once per swimmer, with each application considered on a case by case basis.
- A reduction of squad fees, membership fees or gala entry fees up to 50% is available.
- Applications for financial support must be made in writing to the Chairman, Vice Chairman or Welfare Officer. All applications will be considered and dealt with confidentially between the Chairman, Vice Chairman, Welfare Officer, and/or Head Coach if appropriate. A minimum of two Club Officers can approve, without referral to the Committee to an application for funding under the Hardship Policy.
- If approved, the Membership Secretary and Treasurer will be informed to prevent inappropriate reminders for fees. The Committee will be informed that the fund has been accessed but no further details will be disclosed, ensuring confidentiality is maintained.

- If approved, the start and finish time of the fund will be agreed and provided in writing to the family.
- If the Club receives multiple applications for funding, or funds are limited, the length of membership may determine priority.

Approved at committee meeting 21st February 2018