



FLITWICK DOLPHINS SWIMMING CLUB

Policy for the treatment of applications for hardship

Aims

To ensure that competitive swimmers are not stopped from meeting their potential due to financial constraints.

Introduction

The swimming club as named above is willing to consider cases of financial hardship in relation to the payment of club membership fees, squad fees, event entry fees or other activities and requirements for financial assistance in relation to swimming activities.

Basis of the policy

When a hardship application is made to the welfare officer of the club the club will in the first instance apply to Mid Beds District Council Client Officer to obtain funds from the Swimming Development Fund. Grants so awarded under the Mid Beds Concessions policy.

Should such an application fail then Flitwick Dolphins Swimming Club will consider the application for hardship to be paid from club funds.

What is covered? – Costs associated with swimming activities

Criteria – applications will have to satisfy the decision makers that financial hardship would stop the swimmer conducting the activity

Policy – open to all swimming members of the club

Time limits – initial awards will be for a maximum of 3 months and have to be reviewed and re-awarded at each 3-month interval.

Procedure

1. The Club committee will set up a sub group of the main Club committee: the Hardship committee. It will comprise the Chairman, Secretary, Treasurer and Welfare Office.

The Club committee, at the first meeting after the AGM, will agree the members of the committee and consider any changes to the policy.

2. The Treasurer will have responsibility to report any monetary impact to the Club committee each time a decision is made and annually within their AGM report. Other details will not be disclosed.

3. Applications will be in writing to the Club welfare officer.

4. Discussion of the Hardship committee will wherever possible take place within one month of receipt and the applicant responded to.

5. The Hardship committee has a right to ask for a reasonable level of information from the applicant in order to make their decision. The Hardship committee also has an obligation to consider other information, which may come into its possession if this is relevant.

6. The committee's decision may be appealed once.

Decision-making and confidentiality

All applications will be considered by the Hardship committee who will keep their details confidential.

Each grant of hardship will be reviewed by the Committee at each three-month point from the original decision.

Applicants are obliged to notify the Club welfare officer of any changes to the circumstances that applied when the hardship grant was awarded. The Hardship committee will re-appraise the original decision.

Governance

1. If a hardship award is approved the Head coach will be notified of the swimmer involved and the criteria excluding the financial amount.
2. The policy will be reviewed at each annual renewal point
3. The policy will not form any part of a contract between the club and the swimmer.

Publication

The hardship policy will be available upon request from the Club welfare officer. The policy will also be available on the club website.

Approved by the committee on 22nd March 2009.
Flitwick Dolphins Swimming Club