



HERTFORD SWIMMING CLUB
(Affiliated to Herts ASA and ASA East Region)
www.hertfordsc.co.uk

Policy: Fees Discounts & Masters Swims as Volunteer Rewards

Policy-Fees Discounts.

It is a modest reward to show the Club values a person's contribution.

- Discount to be offered with agreement of executive committee to:
 - Volunteer (ie unpaid) teachers, & coaches.
 - Executive committee.
 - Holders of other onerous roles involving continuous work whether or not they are committee members.
- Discount of 25% or 50% (see below) is applied to first child's (ie most expensive) fees.
- A fees reduction for one term only can be offered if a volunteer provides a professional specialist service over a shorter period.
- Members can recommend volunteers to the committee for a discount if they feel the role satisfies the guidelines.
- If requested the executive committee will confirm to the committee which volunteers receive a discount.
- The treasurer will keep a confidential list of those receiving a discount with their billing information.
- Discount Policy & Guidelines are to be kept on record (eg in Dropbox) for reference of present & future committees & updated as necessary.

Policy-Masters Swimming Sessions.

Option of free Masters (adults) swimming sessions can be offered to all committee, qualified teachers & coaches (of any level) and to onerous role holders, over 18 years old.

Swim England (ASA) Registration Fees will be paid by the club for all volunteers.

Guidelines for level of Discount to be Offered

For volunteer (ie unpaid) swimming teachers & coaches

No fees discount if:

Coach less than 1 hour/week or if unqualified (regardless of hours poolside).

25% Discount if:

Qualified to Level 1 (assistant) and working at least one hour poolside.

Or Qualified to L2 and working between 1 & 2 hours per week.

50% discount if:

Qualified to L2 and working 2 or more hours per week.

For other volunteers

25% Discount to executive committee (Chairman, Secretary, Treasurer).

25% Discount to other volunteer onerous role holders eg as listed on website contact us page.



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50% Discount to volunteers holding 2 or more onerous roles simultaneously.

This policy was agreed at cmt meeting 01-11-2016 & confirmed at meeting 11-09-2017.