



## HERTFORD SWIMMING CLUB (Affiliated to SE Hertfordshire and SE East Region)

[www.hertfordsc.co.uk](http://www.hertfordsc.co.uk)

### Policy: Fees Discounts & Volunteer Rewards

#### A. 'Family' Fees Discount.

Members with 3 children enrolled in Club squads at the same time will receive a 50% discount on swim fee for the child in the lowest squad. This is in addition to any volunteer reward for which the member may be eligible.

#### B. Volunteer Rewards-Fees Discounts & Masters Swims

This 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 significant roles involving continuous work whether or not they are committee members.
    - Discount of £20 or £40 (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 (e.g. 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 holders of other significant roles, over 18 years old.

**Swim England 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).

£3 per hour if:

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

£4 per hour if:



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

For other volunteers

£20 Discount to executive committee (Chairman, Secretary, Treasurer).

£20 Discount to holders of other significant volunteer roles e.g. as listed on website contact us page.

Additional £20 Discount to volunteers holding 2 or more significant roles simultaneously (Maximum of £40 discount)