



Heath Town Swimming Club

Sponsorship 2020-2021

Objective

The club relies upon its members, volunteers, and staff to provide all the teaching and coaching. In some instances, this is given freely to the club to maintain the standards of training achieved. The principal objectives of sponsoring training are:

- To promote and maintain high standards of teaching coaching and training for all its members.
- To aid the development of potential club teachers, coaches, judges, committee members and volunteers.
- To assist club members in their own personal development.

Training and Development

The Club will encourage all members to gain qualifications within the club up to and including Swim England level 2 teaching (swimming) and Swim England Coaching Assistant (swimming), or indirectly by reference to external training courses.

Specific club funded support may be given to those qualifications required to support membership interests such as safety, welfare, leadership, and coaching.

The Club will promote and encourage the development of members personal skills. It is desirable that all teachers and coaches maintain, and where necessary renew qualifications.

Subsidised Course Fees

The Committee shall determine each year the training requirements of the club and make known any financially supported development opportunities to the club membership (published within the Newsletters). The financial incentives will be subject to annual budget limitations and club requirements.

Members wishing to apply for specified development may contact the Team Manager or another member of the committee to make it known of their interest.

The committee/chairman shall judge each applicant on their merits. General criteria for member requesting course subsidies:

- Shall have been a member of the club for not less than two years.
- Shall be an active member of the club.
- Courses shall be in accordance with the needs of the club.
- Members shall have long term commitment to the club.
- Shall be at least 14 years of age.
- Shall have obtained DBS checks where appropriate (coaching and working with children and/or vulnerable adults).

The club may decline an application for support if club funds are limited but shall, where reasonable, endeavour to look to future course support in the subsequent budget year if deemed appropriate.

The course shall be arranged by the applicant with support and guidance from senior members. Cost of course should where possible be minimised by getting several course prices from different providers (Note unreasonable course tuition fees may not be covered and as such adjusted accordingly in the reimbursement of expenses).

Courses fees and remuneration should be agreed in advance of application by the committee. Without prior committee sign off the club cannot guarantee financial support.

Course fee reimbursement must be supported by original receipt for auditable purpose. Reimbursement will not cover travel, equipment, accommodation, or refreshments costs.

It must be recognised that failure of the applicant to complete the course in the required time will result in the course fees being required to be returned. All funds are generated by club members through weekly subscriptions and fundraising and therefore any funds allocated should be in the event of individual failing to repay the funds the club retains the right to seek full compensation.