



HENLEY ROWING CLUB

Hardship Policy

As a charitable incorporated organisation, Henley Rowing Club is able to support people in hardship from the community we serve to row at the club.

Hardship subsidies may be made from the Hardship budget or as an agreed exceptional cost in the overall club annual budget.

Fairness and consistency in dealing with applications is critical. The duty is on the decision panel to explain to the Charitable Incorporated Organisation (CIO) committee and other stakeholders why one case is valid to support and another may not be. Therefore an objective criteria based process is essential.

An applicant claiming financial hardship has his or her case heard by a panel of 3 members of the CIO committee, who assess the following:

A. How much subsidy is requested as a proportion of total annual cost? Factors to consider include membership subscription, rack fees, entry fees, kit costs.

And

B. How does the applicant rate against the following questions? 1. Member of the community (suitable to join HRC, i.e. living within approximately 10 miles where HRC can be considered the local club) 2. No reliable income or restricted/limited finances* 3. Will fit into an existing squad (will use already available resources)

Where the answers to 1,2, 3 above are Yes, an applicant would be eligible.

Some cases may simply not fit these guidelines and need further consideration.

The panel makes application approval or non approval recommendations to the CIO committee to endorse applications with clarity of rationale, subsidy amount and voluntary services if appropriate..All cases will be treated with as much confidentiality as possible.

Applications must be in writing and will be heard and the outcome fed back to the applicant within a month of date of application.

The agreed subsidy is valid for one rowing calendar year, after which a further application is be needed for the next year.

This policy was agreed by the CIO committee on 4th December 2018. ~~It will be reviewed as required.~~ It was further reviewed in June 2020 with no changes required.

* Guidance – <https://www.jrf.org.uk/income-benefits/living-wage>

Reviewed June 2020.

Approved June 2020