

Heart of Midlothian ASC: Hardship Fund Policy

Heart of Midlothian ASC is committed to helping all members access the correct level of services, as is needed by their level of commitment and ability in swimming.

The club is prepared to help members fund their Training and Membership Fees in exceptional circumstances if said member can provide the following evidence to show they are currently suffering under financial hardship:

- Have been a member of Heart of Midlothian ASC for longer than 6 months.
- Have volunteered their time and commitment to help with at least 2 club events over the past 6 months.
- Can provide evidence of 1 of the following – all wage earners for the family are currently unemployed but actively seeking work or the family is currently supported by only 1 part-time wage earner.

All cases dealing with the hardship fund will be dealt with confidentially on an individual case by case basis by the following members of the Executive Committee:

- The Club President
- The Club Treasurer
- The Club Secretary or other Executive Committee Member

The Head Coach will also be asked to input as to attendance and performance of the swimmer.

Following a request for hardship assistance, members will complete an application form and provide all relevant information requested.

All parties will be asked to sign a confidentiality agreement to protect those involved and no member of the panel will have a personal interest in the case.

Cases will be reviewed every 3 months and the Club has the right to stop any agreements with members at any time they deem necessary.