



Training Subsidy Policy

Introduction

The Club recognises that qualified coaches and skilled paddlers with leadership qualifications are essential to the safe and enjoyable running of club sessions and trips as well as improving skills of club members.

Whilst enthusiastic and self-motivated coaches are usually willing to personally contribute to the financial costs of achieving or upgrading their coaching qualifications the Club also recognises that the cost of these courses can be prohibitive and therefore has a policy to subsidise courses to help ensure the suitable coverage to help the club operate in line with its operating policy, Paddle UK requirements and H&S assessments.

Wherever a subsidy is granted it is on the understanding that the Club member will be willing to use their qualification to support the Club.

Scope

Club members undertaking the following:

- Any Coaching awards for crafts used by the Club i.e. Canoe, Kayak, White water or Sea Kayak.
- Any Leader awards for crafts used by the Club i.e. Canoe, Kayak, White water or Sea Kayak.
- Courses that help maintain a coach or leaders' personal development to maintain their qualifications.
 - Including first aid and safeguarding qualifications.
- Any personal development courses beyond Explore awards, deemed beneficial to the club.

Implementation

The club will actively seek to arrange courses that help coaches and leaders maintain qualifications and skills needed to maintain sufficient numbers to help support club activity. These will be funded by the club with minimal cost recovery required, (potentially a booking fee to reserve places if demand strips supply).

Single coach qualifications will be encouraged to help develop potential talent and help meet gaps but will be agreed by committee members in advance.

The subsidies available are:

50% for courses that support pool coaching and deployment on the Thames as support:

- Paddlesport Instructor award
- Any course that constitutes a pre-requisite for Paddlesport Instructor taken within 2 years of the course.
- Courses that maintain a Paddlesport Instructor's status

75% for courses that allow for independent deployment on the Thames:

- Paddlesport Leader Award
- Paddlesport Touring Leader Award
- Sea Kayak Leader Award
- White Water Leader Award
- Coach Awards: Kayak, Canoe, Sea Kayak or White Water
- Any course that constitutes a pre-requisite for the above leader and coach awards.
- Courses that maintain a coach and leader award.

The Club will actively pursue funding opportunities to help fully subsidise courses through places such as: Paddle UK bursaries, Active Thames awards, Sport England and Hounslow Community funds.

The Club's contribution will be 'last in and first out'. This means that the Club will pay its share once the applicant has paid theirs, and where the applicant cannot attend the course, the Club will recover its contribution first. In some cases, this will mean that the deposit paid by the applicant to the course provider is returned to the Club.

Where practical, the Club will pay the subsidy to the course supplier directly.

At its discretion, and where necessary by virtue of the applicant's financial circumstances, the Club may pay more than standard subsidy towards the course fee. This will need to be ratified by the Committee.

Requests must be made in writing to the committee who will make the final decisions and will be subject to the financial position of the club.