



Basildon & Phoenix Swimming Club



Affiliated to ASA East Region

Poolside Staff - Gala Support Payment policy

As a competitive but self-funding swimming club our aim is to provide optimal poolside support for swimmers at the lowest cost. This policy has been developed to recognise that on occasions it may be necessary to pay for poolside support at selected galas.

Note: Eligibility for refund of Travel expenses for galas is covered under the Club Expenses policy.

1. Attendance payments to coaching/teaching staff in recognition for providing poolside support at galas will apply where:
 - a. The teacher/coach has been specifically requested to attend by the Head Coach and/or Club Chairperson solely in order to provide poolside support.
 - b. The teacher/coach is regularly paid for provision of poolside teaching/coaching services by the club.
 - c. The individual does not have other reasons for attending (e.g. does not have a child competing at that gala on the same day).
2. In order to minimise costs the following options will be pursued prior to considering use of paid staff at galas:
 - a. Coaching/Teaching staff already in attendance (e.g. as parent)
 - b. Coaching/Teaching staff able to provide voluntary/unpaid support
 - c. Parent/Volunteers providing voluntary/unpaid support
3. In the event of a Gala Attendance payment being due this will be calculated at a rate of
 - a. £20 per session with a maximum of £40 per day.
4. To order to minimise the risk of misunderstandings, individuals potentially requiring a Gala Attendance payment should communicate this to the Chairperson or their designee prior to any event that they are requested to attend.