

1st Histon Scout Group Hardship Policy

The Group recognises that there are circumstances where members of the Scout Association may be unable to meet the financial commitments for key Scouting events, but their participation would be both deserving and of significant benefit.

This policy outlines the framework for handling cases of financial hardship related to events.

Hardship cases are always considered on a case-by-case basis, and only where sufficient funds are available.

Implementation

- When a young person's parents or carers approach the relevant Section leaders, the Section Leader should enter discussions within the constraints of this policy. The Leader(s) may ask the GSL, Group Executive Chairman (GEC), or Treasurer to participate.
- Final approval requires the agreement of both the GEC and Treasurer.
- The total amount available for support (the Hardship Fund) in a given calendar year is set at the AGM. The GEC and Treasurer will not allocate support beyond this total. Any request for further support must be agreed by the Group Executive Committee.

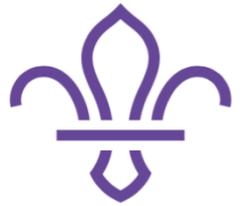
The primary consideration must always be the young person: if they are keen and active members then we should be doing everything we can to enable them to come.

Commitment to Scouting

The applicant must show a regular commitment to the Association/Group,

Policy Ratified by Executive Committee on 22 January 2020

Next Review Date: January 2021



commensurate with the subsidy requested. For a main Summer camp, the following is a minimum:

- Membership of the Association
- 6 months of regular attendance, confirmed by the relevant Section leader.

Financial Situation

The Group normally uses the financial acceptance criteria employed by Cambridge County Education Authority for free school meals. This provides an independent, known benchmark as a guideline. As of January 2020 the relevant web address was: <https://www.cambridgeshire.gov.uk/residents/children-and-families/schools-learning/help-with-school-learning-costs/free-school-meals>

Appendix 1 details the categories.

Payment Options

This clearly varies with the type of event the support is requested for. The following examples for a Summer Camp may be considered during discussion with the young person's parents/carers.

- Payment of 2/3 of the camp fees. The Group pay the final third.
- Payment of 1/3rd up front to secure the place on the camp. The second third is paid after the camp, ideally within three months. The Group provide the final third. Repayment periods must not run into the next financial year (currently calendar year).
- Offers of help to the Scout Group. It should however be noted that people going through a crisis like a break-up or illness cannot often cope with extra commitments.

Loans / delayed payments beyond the above should be avoided as they are hard to enforce.

Subscriptions

In cases of hardship, subscriptions may be reduced by up to one third of the single rate.

Confidentiality

Information relating to individual hardship cases is often highly personal and is treated as strictly confidential. Any record of discussion of a hardship case at Group Executive Committee will be reported in a Confidential Minute, separate to the normal minutes.

Appendix 1: Criteria

Documentary proof must be presented, of receiving any of the following:

- Income Support
- Income Based Job Seekers Allowance
- Income-related Employment and Support Allowance
- Support under part VI of the Immigration & Asylum Act 1999
- Child Tax Credit – but no element of Working Tax Credit – and have an annual income (as assessed by HM Revenue & Customs) that does not exceed £16,190
- Guarantee element of State Pension Credit
- Working Tax Credit during the four week period immediately after your employment finishes or after you start to work less hours per week
- Universal Credit with an annual net earned income of no more than £7400 per annum (as from 1st April 2018)