



17 April 2016

## Fees Policy in respect of fees for swimmer's with siblings.

The committee receive questions from time to time over the club's policy with regard to fees for multiple swimmers from the same family.

The committee discussed this matter most recently at the November 2015 committee meeting and concluded that the club will continue not to offer reductions in fees where there is more than one swimmer from the same family.

The committee recognise that the cost of swimming is not cheap and the club monitors fees charged by other clubs in the region to ensure we are not at the upper end of fee rates.

The committee reflected on evidence provided by the treasurer that 75% of the club's members are siblings of other club members. As the club is a not for profit organisation the club needs to set a fee forecast to cover its annual expenditure. Any discount to fees for any group of members has to be covered by an increase in the base fees. Given the number of siblings in the club in simple terms a 10% reduction for swimmers who are siblings would have to be funded by a 7.5% increase in base fees before the discount was applied. The committee felt that this would be unfair on those members without siblings and therefore rejected any change in policy.

The committee reflected on the situations at other clubs and noted that where such a policy is applied it is to attract additional members to those clubs. It was also noted that no swimming club in the region publicises a sibling discount policy. Although Dolphins are below the capacity for swimming membership the committee is aware that we have a waiting list for learner members and therefore do not need to use this form of marketing to attract new members.

The committee also noted that the club has a policy of inclusion and the non-adoption of a discount policy should not put any particular group at a disadvantage. The committee are confident that this is not the case given the club's hardship policy which can be implemented where fees for either individuals or families become unaffordable.

The committee agreed to review the policy in 2019.