

Hardship Policy

We know that there can be circumstances, potentially even more so at the moment, where families may be unable to meet the financial commitments for their youngster/s to fully participate in Scouting across Oxted and Hurst Green.

Our overall aim as a Scout Group, is that no youngster should be precluded from joining scouting or fully taking part due to financial constraints or challenges.

This policy outlines the framework for how the Group handles cases of financial hardship, noting that hardship cases are considered on a case-by-case basis, and the Scout Group holds funds with the intent to be able to support families where appropriate.

Implementation

The Group seeks to support individual and family members in 'financial hardship', something which can be a difficult subject to discuss with parents/guardians/carers and leaders.

When a young person's parents, guardians or carers approach the relevant Section leaders, the Section Leader will refer to the Group Lead Volunteer (GLV) or Treasurer to agree the extent that support might be available. Our primary consideration will always be the young person: if they are keen and active members then we will seek to do what we can to enable them to fully participate.

Commitment to Scouting

Amounts granted under the Hardship Policy will be considered where there are youngsters that demonstrate a regular commitment to the Scouting, commensurate with the subsidy requested, noting that this is not intended to preclude a new joiner from having access to support.

Financial situation

Our general approach is that a family entitled to free school meals for their young person/s or Income Support or similar will be able to be considered for financial support by the Scout Group on the basis that this provides a known benchmark to help make fair judgements.

Support available

In cases of hardship the following financial support may be available:

- ***Termly subscriptions***
Subscriptions may be reduced or waived for a period of time.
- ***Payments towards events such as Camps or events where a charge is being requested***
Charges for Camps or other events may be reduced or waived, noting that an overall limit may be considered appropriate.
- ***Uniform***
Support may be provided for members to purchase uniform. Used items of uniform may also be offered subject to availability.
- ***Special needs***
Support with specific special needs, to the extent relevant.

Confidentiality

Information relating to individual hardship cases is often highly personal and is treated as strictly confidential.

Policy adoption

This version of Hardship Policy was re-adopted at a meeting of the Trustee Board on 11 December 2024.