**Policy to Subsidise Teaching & Coaching Courses**

**Aim:**

* To attract and develop club swimmers and parents in becoming teachers and coaches in the club
* To assist in the upskilling and development of our current teaching and coaching team
* To improve the sustainability of our LTS teaching, Water-polo and Club coaching programmes.

**Funding:**

By using the money generated by running level 1 and 2 practical teaching courses, the subsidy programme will be self-funding. Currently, a level 1 course generates £400, and a level 2 generates £800 in the reimbursement of pool hire fees. This income will be ringfenced and used to fund the subsidy programme.

**Amount of Subsidy**

The club will subsidise 30% of the total cost of course fees for level 1 &2 coaching, teaching and water polo courses. Level 3 courses may be supported on a needs basis at the discretion of the committee.

A CPD fund of £250 per calendar year will be made available to the Head of LTS and Head Coach to support their ongoing development.

**To qualify:**

**for a level 1 subsidy**

* Candidates must be affiliated to Lisburn City Swimming Club –
  + Member
  + Parent/Sibling of a Club member
  + Parent/Sibling of a LTS member
  + Others can be offered the subsidy at the discretion of the executive
* Approval must be gained from the executive before a subsidy is awarded
* The candidate must agree to volunteer for at least one session a week for a period of 3 terms (approx. 6 months) on completion of their course. This period will be known as the qualifying period.
* The candidate will be asked to repay subsidy if they fail to complete or pass the course

**for a level 2 subsidy**

* Candidates must be affiliated to Lisburn City Swimming Club –
  + Teacher/Coach
  + Others can be offered the subsidy at the discretion of the executive
* Candidates must have worked as a level 1 teacher or coach for at least a full school year/season (this does not include the qualifying period) before being considered for a subsidy
* Approval must be gained from the committee before a subsidy is awarded
* Candidates must agree to work as a level 2 teacher/coach for a period of 15 weeks following the successful completion of their course
* Candidates will be required to pay the full amount of the subsidy if they fail to complete or pass the course

**How will the subsidy be paid:**

It is the responsibility for the candidate to pay Swim Ireland directly for the course. The amount of the subsidy will be paid to a candidate after they have paid for their course in full.

In order for the subsidy to be processed, proof of payment must be provided. The 30% will be calculated using this evidence.