



KINGSBRIDGE KINGFISHERS SWIMMING CLUB

Volunteer Recruitment Policy

Policy Statement

All members of KKSC and their families are contacted on joining and before each AGM to ask if they will assist in the running of the Club. They are asked whether they have any skills they can offer, or whether training is needed. This is achieved through the membership forms, the newsletter, the website, the notice board and by direct approach to individuals.

If someone is interested in finding out more about taking a position, they can discuss it further with members of the committee without committing themselves. Full job descriptions and other information are provided to help the volunteer understand the full range of duties and how best to accomplish them. Training courses are provided where appropriate often with the fees subsidised or fully paid by the Club. Volunteers are given incentives such as discounted swimming sessions and Club t-shirts, included in decision making and are highly valued by the club.

Policy Regarding Assistance Towards Training Fees for Volunteers

Policy Statement

Volunteers may request that the Club make a contribution towards fees involved in any relevant training. Subsequent to a brief interview by three appropriate personnel for selection, to ensure the applicant is suitable for a particular course, these may be granted at the discretion of the committee. Fees towards ASA/UKCC Courses will be subsidised as follows, dependent on the signing of a commitment to help at the Club for a stated length of time. If this proves impossible, then the candidate undertakes to repay the fees on a pro rata basis. In all cases the committee will investigate funding opportunities.

ASA/UKCC Level 1 Coach	up to 50% of fees	1 year's commitment
ASA/UKCC Level 2 Coach	up to 50% of fees	2 years' commitment
ASA/UKCC Level 3 Senior Coach	up to 100% of fees	3 years' commitment

In the cases of the Level 1 and 2 courses, the candidate will meet the assessment fees and travel expenses. In the case of the Level 3 course, the Club will meet the assessment fees and the travel expenses.