



This document explains how the club's welfare fund works. If you have any questions about the process or want to discuss informally how it might work for your situation please feel free to chat to the club welfare officers (2024/25: Darren Chadwick-Hussein and Tommy Doyle). If your application is unsuccessful but your situation changes please get in touch.

Background

BHFR is committed to inclusion and to reducing barriers to participation; the club relies on income from members, for example, to train run leaders and pay for England Athletics affiliation; the club recognises that members may from time to time not be able to afford the costs associated with membership; the committee believes that it is in the interest of the club to financially support such members' participation in the club, within the means of the club; members receiving such support should intend to be active within the club.

The Purpose of the Fund

To support members experiencing financial hardship such that the costs of participating in the club are prohibitive.

Items the fund may cover

- BHFR Membership
- BHFR club vest or t-shirt when representing the club in competition.
- Race entry to allow participation in the BHFR club race series (specifically: the cost of entry to the East Sussex Sunday Cross Country League)
- BHFR Christmas Party (maximum 2 places across the club).

Rules of the fund and Application Process

- The BHFR committee will set a maximum value of the fund annually based on the advice of the treasurer and mindful of the other financial needs of the club.



- Applicants will apply by email to welfare@bhfrontrunners.org.uk for one or more of the eligible items; they will be asked to confirm their need for financial support in general terms and state what membership of the club means to them with a brief statement.
- Applicants should have demonstrated their commitment to actively participating in the club.
- Potential new members who have attended three free sessions are eligible to apply for support to cover the membership fee.
- The application process will be confidential.
- The welfare officers and treasurer will report on the number of beneficiaries and cost annually at the club AGM.
- The application process will be compatible with the club's Inclusion Policy (see link below).

Decision making

- The two club welfare officers and treasurer will assess applications on behalf of the committee. In any of their absence, a co-chair or someone appointed by the committee may substitute.
- The decision will be based on the written application and the applicant's history in the club.
- In the event of there not being unanimity a majority of two out of three in favour confirms a grant.
- If a member's application is rejected but their situation changes they may apply again.

BHFR inclusion policy:

[See the BHFR Inclusion Policy](#)

Version	Date	Summary of changes
1	25 May 2024	Committee approved version

Review period: 3 years	Next review due by: May 2027
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