Course Funding and Repayment Policy

1. Introduction

1.1 Colchester and Tendring Athletics Club is committed to supporting the development of its members and volunteers by providing opportunities to gain recognised coaching and officiating qualifications.

1.2 These courses benefit the individual and also strengthen the Club by ensuring high-quality coaching is available for our members and that the Club can provide qualified officials to support league competitions.

2. Funding Support

2.1 The Club may agree to cover the cost of coaching or officiating courses for individuals who:

i) have been an active member or volunteer at the Club for at least six months;

ii) have demonstrated commitment to the Club's activities; and

iii) intend to use their qualification to support Club coaching sessions (coaching qualifications) or competition engagement (officiating qualifications).

3. Member or Volunteer Commitment

3.1 In return for the Club funding the relevant course, the member or volunteer agrees to:

i) actively coach or officiate on behalf of the Club for a minimum of one year following completion of the course; and

ii) uphold the values of Colchester and Tendring Athletics Club and the personal and professional standards expected of volunteers as outlined in the relevant Club Codes of Conduct, available online at https://www.colchesterandtendringac.co.uk/policies.

4. Repayment Agreement

4.1 If the member or volunteer leaves the Club or ceases to provide reasonable coaching or officiating support before the minimum commitment period ends (in accordance with Clause 3.1), they will be required to repay the full course costs to the Club.

4.2 No repayment is required for members or volunteers leaving or ceasing to provide reasonable coaching or officiating support after 12 months of completing the course.

4.3 The Club Committee reserves the right to waive repayment in exceptional circumstances, for example in the event of serious illness or relocation for work.

5. Agreement

5.1 Before the Club pays for a course, the member or volunteer will be asked to sign an agreement confirming:

i) the course being funded

ii) the total cost being covered by the Club

iii) their commitment to coach or officiate for the minimum period outlined above

iv) their understanding of the repayment terms.

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