



Redland Green Concessionary Membership Policy

1. Introduction

1.1 As an important rackets sports club in Bristol, Redland Green's policy is to be available to all in the local community. This is reinforced by our CASC status which includes the requirement to be open to the whole community and to ensure that the full playing cost of Club membership to people on low to modest incomes does not exceed a specific level (currently set at £520pa).

1.2 The CASC legislation includes guidance to determine the cost of playing and sets a maximum that those on low to modest incomes should pay (currently this is £520pa, equating to £10 per week). If this level is exceeded then we must make concessionary arrangements available to those people who cannot afford our normal membership and playing fees, if they are assessed to be on low to modest incomes, or if there are changes to their job or financial situation. The concessions can include discounted fees and/or reduced playing access. Furthermore, these arrangements have to be clearly publicised to both potential membership applicants and current members.

2. Cost of Playing

2.1 The CASC rules state that the cost of playing should include not only the fixed fees, such as annual subscription, but also all other costs which an individual incurs in "fully" participating in the Club's activities. CASC rules state that each club needs to determine the costs associated with the membership. This is achieved by adding the price of the most expensive membership subscription to the costs of the sporting activity, such as hiring equipment, additional charges for sporting facilities, match fees. In our case, there are additional charges for Padel, making this a little more challenging, and a typical member does not necessarily participate in all aspects of the Club's activities.

2.2 The model below is considered to be a reasonable and fair estimation of the annual cost of our full playing membership and can be used again whenever Club fees or HMRC rules change.

All figures current ay 01.01.25	Full Racquets Adult	Full Racquets 19-25 yrs
Annual Subscription	£585	£380
Court Booking Fees Based on average one padel court booking per week for 50 weeks @ £3 per hour	£150	£150
Match fees	£50	£50
TOTAL	£785	£580
Excess over £520	£265	£60
Discounted annual subscription must be less than	£320 (=£585 less £265)	£320 (=£380 less £60)

Padel members pay £10 per month. Tennis, squash and rackets members have padel included in their membership. All members pay for the booking of the court - £3 per hour each.



2.3 Our other membership categories and current annual subscriptions are:

- Gym – £246.75pa
- Varsity – £421.20pa
- Junior under 18 yrs. - £75pa
- Social (non-playing) - £48.50pa
- Various other “ring-fenced” playing categories for existing members (Over 65years and term memberships).

2.4 All of these membership category subscription fees are considered to be reasonable.

2.5 We also allow non-members to play either at a visitor play rate (currently £7.50 per session, restricted to a maximum of 6 times per year) or at a Pay & Play court rate (This varies depending on the sport). These are all considered to be reasonable and fair rates, notwithstanding they do not come within the CASC cost of playing threshold rule since they are not members.

3. Concessions

3.1 We will offer a single discounted annual subscription set at 33% of the full racquets rate, this will apply for all categories which exceed the CASC threshold. This is calculated from the estimates as per the table above in para 2.2. This is currently £195 pa.

3.2 Concessionary members will pay the same as normal members for any potential extra fees for direct debit option, court booking, matches etc.; this will give them a fully participating total cost of up to the CASC threshold (currently £520pa).

3.3 It is not considered worthwhile or practical to:

- a) Distinguish between low and modest incomes in order to give different levels of concession.
- b) Define a maximum number of concessionary memberships, since we do not expect to have many applicants, and doing so would probably contravene the CASC requirement to be open to the whole community.
- c) Restrict playing arrangements for concessionary members to particular social sessions or days or times or courts, since this would be difficult to implement and monitor.

3.4 Concessionary members will have all the same benefits as the other Club playing membership categories including full voting rights.

4. Assessment of Income

4.1 A person who is applying for Club membership in one of our categories which is above the CASC cost of playing threshold (currently £520pa), can ask for a concessionary rate on the basis that they cannot afford to pay the full fees. In these circumstances, the CASC rules state that the Club must make a fair and consistent assessment as to whether the individual is on a low to modest income.



4.2 The Club will do this by asking the applicant to supply their current gross annual income figures, including any state benefits they receive, by completing a Concessionary Membership Application form, in addition to the normal Membership Application form.

4.3 The assessment will then be carried out by the management team, the criteria used will include:

- a. Comparison to a "standard" low to modest annual salary (currently approximately £23.5K - £27.5 pa based on the National Living Wage rate of £12.21 per hour for adults and a 37.5-hour week).
- b. The individual must be working in excess of 22.5 hours per week. All earning below 37.5 will be calculated pro rata.
- c. Any matter the management team believes is relevant to interpreting the CASC rules.

4.4 In all cases, applicants will be informed as quickly as possible of the decision and/or if any further documentary evidence is required.

4.5 If it is decided that the applicant cannot afford the normal playing costs for their membership category then they will be offered a concessionary membership. This concession will continue until the next annual subscription renewal date when their assessment will be repeated based on their latest income figures. Also, it is the responsibility of a member to notify the Club if their financial circumstances subsequently improve, so that the previous assessment can be reviewed.

4.6 The above assessment procedure will be followed for:

- a. New member applications if they request a concessionary rate.
- b. Existing normal members if they request a concessionary rate for the first time.
- c. All concessionary members when annual memberships are renewed.
- d. All concessionary members if their circumstances change.

4.7 When the Club changes the annual subscriptions and/or other playing fees, or the CASC rules are changed by HMRC, then the cost of playing model will be re-calculated accordingly. This may give rise to a different concessionary rate which would thereafter be applied to approved members, whether for first or repeated assessments.

5. Publication of Rules

5.1 Part of the CASC requirement is to clearly and fully publicise the rules and policy for concessionary membership. We will therefore include the following as below.

5.2 On the page footer on E-News newsletter:

"Redland Green Club is registered as a Community Amateur Sports Club (CASC)"

5.3 On the page footer of the Club website:

"Redland Green Club is registered as a Community Amateur Sports Club (CASC). As such, our membership is open to the whole community without discrimination and with fees that do not represent a significant obstacle to membership or use of facilities. If you feel you cannot afford to pay due to a low or modest income, you may apply to the Club Manager for a reduced membership fee, subject to HMRC rules for CASCs. You will be asked to complete a comprehensive application



form including details of your total income, in order for your suitability for a concessionary membership to be assessed by the management team.”

5.4 On the Club website joining page list of annual membership fees:
“Concessionary - £195”

5.6 In the Club Ltd Articles of Association:

- 24.4 All Members must pay to the Club Membership fees to be decided by the Board of Directors from time to time in accordance with the Rules but will in any event not exceed the maximum membership fee stated in the Community Amateur Sports Clubs guidance notes from time to time.
- 24.5 Subject to the provisions of Article 24.6 appointing a Life membership), the Board of Directors may establish different classes of members and set out the different rights and obligations for each class, with such rights and obligations recorded in the register of Members.

5.7 On the Concessionary Application Membership form - an outline of the application process.