

Beltane Fire Society Equity of Access Policy



1. Introduction

As a volunteer led charity, BFS aims to ensure that all members can take part as freely as possible. BFS is aware that this also requires an equity of access in a financial term so that members are aware of the upfront & hidden costs in taking part in the festivals. The board intends to regularly review both the subsidies mentioned in section 3 as well as the 'true cost' to its members in taking part in BFS festivals.

2. GO Budgeting

In line with the GO Agreement, Group Organisers are expected to set out a budget before recruiting volunteers so that they can ensure members are aware of group costs before fully joining and can budget accordingly.

GO's should keep a track of their spending while running the group and submit a 'True Cost of their Group for the Festival' sheet which the Event Co-ordinator and Treasurer will collate all collected 'True Cost' sheets so that the Board and future GO's are informed on what 'hidden' costs to running certain groups are.

3. Subsidies

The Board may, from time to time give subsidies which are subject to change, on a festival to festival basis. The main subsidies the board gives are detailed below however this list is not exhaustive and the board has the discretion to grant other forms of subsidies if they deem it necessary.

3.1. Costume Subsidy

The costume subsidy is intended to help cover some of the costs of costuming and make-up for the performers. Performers should be considered as those volunteers who are performing in groups at a festival, the subsidy is not intended to go to group helpers, production crews or 'non costumed' participants.

Before the beginning of each festival the board should make a decision about the costume subsidy, including whether to make a subsidy and the amount of subsidy that can be given (either in total or per performer). In all cases the Event Coordinator should confirm with GOs and the Treasurer the number of performers that there will be in each group.

In most cases the subsidy is given to groups as a discount against centrally purchased body paint and makeup. Where it is agreed in advance by both the event coordinator and the Treasurer, this subsidy can be paid in cash to a GO in exchange for receipts for costume purchases made to the value of the groups combined subsidy amount. The purchases must be made after the agreement between the Event Coordinator and the Treasurer.

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3.2. Drumming Subsidy

Groups which involve drumming can incur significantly higher costs than other groups, this is often because of the need for indoor rehearsal space, and the maintenance of a fleet of percussion instruments. Before each festival commences the board needs to decide whether or not to subsidise these costs and what level of subsidy it can make.

Typically this amount is related to the easier to quantify rehearsal space cost. In most cases this subsidy is given to the drumming groups through discounted rehearsal space from centrally procured services. E.g. BFS pay the full costs and the groups reimburse the cost less the subsidy.

3.3. Court Subsidy

As Court roles will be taken on by the individuals selected to fill those specific character roles, the board recognises that they would not have a chance to pool resources together like other members in various groups during the festival and thus may face certain financial strains on having to provide costumes & booking spaces for themselves. As such, the board can agree to provide a subsidy to each individual taken on a court role at the festival, the amount of such to be agreed by the board in the festival budget.

4. Childcare

BFS does not offer any childcare facilities nor cover any costs incurred by people in accessing childcare so they can perform. BFS understands that some members of the society have children but it is the parent's sole responsibility to provide childcare facilities if they are wishing to take part in any BFS event.

THIS POLICY WAS FORMALLY APPROVED BY THE BFS BOARD ON:	9 JULY 2017
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