

LSS Fairness Policy

LSS = Leamington School of Samba, SOG = Sambassadors of Groove

The LSS is a community band, voluntarily funded by its members, as defined in The Constitution. All members have equal rights and contribute by either a fixed monthly subscription or a play-and-pay session attendance rate. The aim of this policy is to promote fairness and equity to all LSS members, to be transparent as to who-pays-what and to encourage members to claim reasonable travel expenses where relevant.

The LSS subscription rates are based upon a not-for-profit organisation, taking into account the number of members and LSS operational costs for:

- o instruments/storage
- o hire of rehearsal space
- o external tuition costs
- o refreshments
- o van provision/instrument transport

The membership subscription calculations exclude the variable income and expenses accrued from SOG performances or CD sales. LSS does not aim to profit from member subscriptions and in fairness, differentiates between costs of LSS rehearsals and SOG performance. LSS will not reimburse travel expenses to any member for attending a rehearsal location, but the fairness policy means that members should not be out-of-pocket for taking part in *SOG paid gigs*.

Reduced Subscription Criteria

The committee decided that our fairness policy should not include subjective subscription reductions for any reason not defined in the table below. We are each individual members by choice and subsidies to some LSS members are only possible if other LSS members contribute more. In promoting fairness, the committee is not qualified to ask for or assess members' financial circumstances and the categories reflect our "inclusive community" formation.

Play-and-Pay

We understand that some LSS members are unable to make regular attendances and the play-and-pay subscription rates reflect an appropriate contribution towards LSS costs.

Dancers

Dance sessions are open to non-LSS members and are funded directly by attendees to the dance instructor. The 'Dancer attendance at drum session' rate reflects a reasonable contribution towards LSS operating costs, refreshments and costumes for SOG performances.

Subscription rates

The monthly subscription percentages in the table below apply to all LSS members, *relative to the prevailing* monthly full member standing order (SO) rate.

Member category		% of Monthly rate paid by SO	Play-and-Pay per session % of full Monthly rate
1	Standard (drum) member	100%	30%
2	Music Director Team	10%	n/a
3	Receiving one of the following State benefits: <ul style="list-style-type: none"> o State-Pension only (no private pension) o Housing Benefit o Job-Seekers-Allowance (JSA) 	60%	20%
4	In Full-time education	20%	10%
5	Dancer attendance at drum session	20%	10%
6	Dancer attendance where Category 3 or 4 apply	10%	5%
7	Ad-hoc non-member (drum session) drop-in ----- (i.e. an occasional LSS session attendee who is not a drum performing member of SOG.)	n/a	20%