



PERFORMANCE PLUS
MADE THROUGH SPORT
FUNDING POLICIES

WHAT WE DO FUND

- PPS front-line programmes
- PPS back-office costs
- Additional charitable activities & projects that compliment our structure of programmes and support
- We look to fund items that directly affect sporting participation, performance and progression
- PPS will make payments only on items that have been agreed in a formal partnership or individual agreement (or agreed and documented otherwise)

WHAT WE DON'T FUND

- One-off events with organisations who have no link to PPS
- We won't partner with organisations to fund their core costs
- Items that may or may not make a difference to our mission – i.e. kit for a specific programme
- 'Activity' programmes where sport is provided purely to take part instead of 'impact' programmes where a real difference is made through sport

FUNDED ITEMS

DELIVERY PROGRAMME	INDIVIDUAL SUPPORT PROGRAMME / P++
Coach costs	Courses/qualifications
Facility fees	Training fees
Subsidised/funded memberships	Individual coaching costs
	Paid work experience
	Travel/competition/living expenses
	Essential equipment
	Specific performance services (S&C, physio, nutrition)
	Miscellaneous

HOW THEY ARE PAID

1. Delivery partner to invoice/claim from PPS to:
 - i) Retain if covering a cost (i.e. membership subscription)
 - ii) Distribute if facilitating a cost (i.e. delivering coach)
2. Coach/mentor/sportsperson/parent/representative to invoice/claim from PPS to be paid/reimbursed

FUNDING AMOUNTS

	DELIVERY PROGRAMME	INDIVIDUAL SUPPORT PROGRAMME	P++
Range	£1,000-£2,000	£750-£2000	£5,000
Average (19-20)	£1,849	£1,032	

FINANCIAL SUPPORT BASED ON

- Previous 'Impact & Engagement' score
- Performance level
- Demand/cost of the items required by the individual

RATES OF PAY FOR COACHES/MENTORS/PAID WORK EXPERIENCE

Min wage / hr	For junior coaches (un-qualified/level 1)
£10-15 / hour	Level 1-2 coaches
£25-30 / hour	For senior coaches (level 3-5)
£50 / session	Mentor meetings and workshops
£75+ / session	Specialists, highly qualified coaches/mentors

(Plus up to £10 for reimbursement of travel expenses in a case by case situation)



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INVOICING AND PAYMENT

- PPS can only make payments against official invoices and requests for payments
Which include reasonable supporting information, receipts, proof of purchase
And will only pay-out on costs that are delivered, not on items that aren't provided (i.e. due to unforeseen weather or Covid-19)
- Payments will be made within 7 days of PPS receiving the invoice
- The amount, allocation and payment of any Financial Support, is in every case, determined and managed by PPS in its sole discretion, acting reasonably
- The Sportsperson/partner may request payment up front for items in exceptional circumstances (i.e. they can't pay up front for an item)
- Split payments (for programme delivery funding of over £1,000 in a year):
PPS will make payments against the total amount in a minimum of three payments across the term of the agreement
- Financial year-end: 31/08 – any payment have to be claimed for in the financial year to which it relates

PPS WORKERS EMPLOYMENT STATUS

- We pay 'workers' for different roles:
 - The coaches we pay for programme delivery
 - The mentors we hire for meetings/workshops
 - Any individuals paid for work experience
- By HMRC rules they are all self-employed contractors:
 - They work for themselves, can decide independently what work they do, when they do it and are responsible for the success or failure of this work
 - Whilst there is an agreement in place and an understanding of the work required, the worker can decide largely how to do it
 - PPS offers a price for their work and they decide to accept the work or not
 - The workers do not work exclusively with PPS and can work with more than one client
 - They can hire somebody else to do the work if they cannot attend (in agreement with PPS)
 - They are responsible for preparing any work in their own time
 - They use their own money to provide equipment
- The coaches/mentors/individuals invoice PPS for their work
- There is no promise of work, only partnership and individual agreements where there is a commitment to provide work (PPS) and carry out the work (coach/mentor/individual)
- There are no grounds for employment and no employment rights

OTHER KEY CONSIDERATIONS

- PPS support and associated funding will cease if a partner/individual fails to adhere to their expectations, fails to engage in their programme or misuses any of the funds and/or PPS policies
- PPS review every programme when it is at 50% of its duration (normally at the 6-month period) and may withdraw support and associated funding if Impact & Engagement is low
- PPS may be forced to withdraw/reduce their support and any associated funding if their own funding is withdrawn/reduced in unforeseen circumstances