



THE DRINKS TRUST WELFARE POLICY 2023

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VISION STATEMENT

Our aim is to provide care and support to people who form the drinks industry workforce, both past and present. The Drinks Trust provides individuals with services across educational, well-being, financial and practical support with the intention of improving the circumstances of those who receive them. Every application is assessed in complete confidence on its individual merit, without judgement or prejudice, against specific criteria, and help will be provided wherever possible.

ELIGIBILITY

In order to qualify for any help from the Drinks Trust you must:

- Be a **UK Resident**
- Have a **UK Bank Account**
- Be age 18 or over

This is called Standard Baseline Criteria

Beneficiaries of our **Develop** vocational and educational services are not required to have any length of service in the industry.

To qualify for any of our **Assist** or **Restore** financial or wellbeing services, applicants must be able to demonstrate that you work or have worked in the drinks industry in UK including, but not limited to:

Qualifying sectors:

Applicants must be able to demonstrate time having worked for a business that derives all, or some of its income from the sale of alcohol in any aspect of the drinks industry including:

- Beer / Wine / Spirits / Cider / No & Low / Any drink part of the adult drinking repertoire
- In any organisation in the drinks industry from point of production to point of sale, including education and media
- On trade
- Independent retailer

Qualifying job roles:

- Any role involving production, distribution, sales, marketing and promotion of adult drinks
- From point of production to point of sale in the adult drinks repertoire.



Length of time in industry:

Applicants must be able to demonstrate an appropriate length of service. Criteria varies according to support being applied for as follows:

- **Services:** (Helpline / Sleepstation / Dr Julian / Mindful Drinking): Must work / have worked any length of time in the drinks industry.
- **Emergency Grant:** Must currently work, or have worked for up to 1 Year full time OR part time in the drinks industry at some point in their career.
- **Further Financial Support:** Must currently work, or have worked for 2 years full-time or part-time at any point during their career.
- **Vocational and Educational Support:** Only standard baseline criteria applies

Current Working Situation:

Applicants in any of the following situations will be considered for financial support:

- Working
- Furloughed / Redundant
- Retired
- Unemployed
- Claiming benefits

Circumstances in which financial support will NOT be given:

- Applicants that are retired but deferring claiming pension that they are entitled to.
- Applicants that are incarcerated.
- Applicants that work for multiple retailers
- Applicants that work for an agency that is not exclusively supplying staff to the hospitality sector
- Applicants that are entitled to, but not claiming benefits **may still** be eligible. This is assessed by the Welfare Manager on a case-by-case basis.

Financial Situation:

- Applicants for our **Restore** well-being services do not need proof of financial circumstances.
- Applicants for **Assist** financial support must be able to demonstrate hardship. The Drinks Trust use the Joseph Rowntree Foundation Minimum Income Standards calculator (see Appendix One) but as a guideline only. Each application is assessed based on individual financial circumstances.
- Applicants will NOT be eligible for an emergency grant if they have savings of £1000 or more.
- Priority will be given to those who have £2000 or less total, across their current or savings account.
- Value of applicants' house is not considered when assessing eligibility.
- Applicants to **Develop** vocational services must be able to demonstrate owning less than £2000 across all bank accounts or be earning less than £26000

Age Anyone over the age of 18 is eligible to apply.



Family Members:

- The Drinks Trust may be able to help immediate family, on a case-by-case basis with the exception of educational grants which are **not** open to immediate family.
- The Charity is not able to offer support for divorced or separated partners based on their ex-partners' service but will consider support for dependents in any circumstances. Assessed on an individual basis.

SCOPE OF SUPPORT GIVEN

The Drinks Trust can help with a variety of well-being services, emergency financial aid, white goods and furniture, and other grants to help toward a number of costs with maximum allowances as follows:

- **Services:** Financial aid, well-being service, education grants & practical support
- **Counselling Service:** A maximum of 10 sessions.
- **Financial Support** – what we will help towards
 - Educational grants: Support towards furthering industry-specific education. Payment will be made directly to course provider **max £350**
 - Rent / council tax / mortgage
 - Essential transport
 - Short term help with bills
 - Removal costs
 - White goods & furniture – see below.
 - Nursery fees
 - Decorating costs and repairs
 - Funeral costs
 - Disability aids
 - Education costs for minors **EXCLUDING school fees & private education**
 - Medical care **EXCLUDES private medical care**
 - Clothing / food / general
 - Family and care-giver respite
- **Goods we will supply**
 - Essential White goods – e.g. fridge / freezer / w machine / t drier
 - Essential Household appliances – e.g. vacuums / ovens / microwave
 - Retailer vouchers to help with other essential household items



LIMITATIONS OF FINANCIAL INPUT

- Each applicant is entitled to ONE USE of each well-being service in a 12-month period
- Applicants may only apply for any assistance once a year; this includes financial support, emergency grants and white goods or furniture.
- NO support will be given without completion of an application form, irrespective of whether the applicant is new to the Drinks Trust or an existing beneficiary.
- Provider of educational course must be a recognisable and accredited training body.
- Every financial application must be made using our application form even for existing beneficiaries.
- All historic, on-going beneficiaries will continue to receive support as long as needed but the charity reserve the right to assess financial situation once a year.
- The Drinks Trust will NOT cover the cost of the following:
 - **Business costs including set up of businesses.**
 - **Private debt including credit cards / loans / finance agreements.**
 - **Vet bills.**
 - **Insurance costs.**
 - **Private medical.**
 - **Non-essential consumables.**
- Receiving, or having received help from any other charity does not preclude acceptance of an application to the Drinks Trust, assessed on individual basis.

THE APPLICATION PROCESS

- The process varies according to the support being applied for. Applicants may apply by completing a form from the relevant sector on our website or may request a form be sent in the post by calling our office or Helpline.
- Applicants wishing to apply for **financial support** and **vocational services** will be required to provide some or all of the following:
 - Evidence of work in industry
 - Evidence of redundancy / any other information relevant to application
 - Evidence of financial situation
 - Applicants working for an agency must be able to demonstrate that the employer is exclusive to the hospitality sector
- Ideally, this information will be provided via AccountScore but also supporting documents may be uploaded onto our secure system via the digital application form. Postal applications and supporting documentation may also be accepted in extreme circumstances only by prior arrangement.
- Applicants must read our policy and indicate that they understand our eligibility criteria **BEFORE APPLYING.**
- Applications received without supporting documentation cannot be processed.



GENERAL INFORMATION

- All decisions are made at the discretion of the Welfare Manager.
- All decisions communicated are final.
- The Charity reserves the right to decline or withdraw support from those who we perceive have acted dishonestly or illegally or express views or demonstrate behaviour that could damage the reputation of the Charity.
- This policy is valid from 11th April 2022 and applies to all applications including those received before this date but still open.



APPENDIX ONE – Minimum Income Standard Calculator, The Joseph Rowntree Foundation

Situation	Per Week Min Income		Excl Rent & Council Tax	
	JRF Min Income Levels	Min Income Excl Rent & Council Tax	Per Annum	Per Month
Working age single person	£325.26	£212.64	£11,057.28	£921.44
Couple with two children ages 2-4	£829.80	£707.70	£36,800.40	£3,066.70
Lone parent with two children ages 2-4	£729.14	£614.28	£31,942.56	£2,661.88
Pensioner couple	£407.67	£297.94	£15,492.88	£1,291.07

n.b. All figures based on JRF calculator July 2021