

## 9.2 Membership Fees

The HELOA Constitution states that:

### “9.6 Membership fees

9.6.1 The CIO may require members to pay reasonable membership fees to the CIO.”

(CIO - Charitable Incorporated Organisation, which in this context is HELOA).

The costs to the charity have increased substantially due to over 30% Consumer Price Index (CPI) inflation since 2016<sup>1</sup> and the significant increase in over 85% more members over the last eight years (1045 in 2015/16 to 1,940 in 2023/24 at time of writing), in turn requiring increased hours from the two paid members of staff supporting the administration of membership and supporting volunteers, which has not been reflected by reasonable increase in fees.

In October 2023, the trustees voted to approve the increase of membership fees by 25% rounded to the nearest pound effective from September 2024, with increases in line with CPI thereafter, for the first time since September 2016. While CPI since 2016 has been over 30%, the initial 25% increase is sufficient to ensure the safeguarding of the charity's finances to meet our strategic goals. It will bring income in line with costs of running the organisation.

This increase has been reflected in the 2024/25 budget and allows us to sustain necessary reserves for the upfront costs of our Conference, in addition to investing in our paid Office team and their professional development, at Group level, in addition to continuing for a second year to ensure that the Communications and Partnerships activity of the organisation are costed into the budget with their own allocated funds for work aligned with our strategic objectives. While our committee grows, reflecting the growth in membership, we commit to keeping the costs of the UKC to a minimum, balancing the benefits of the committee meeting in person with the increased costs of doing so and supporting National Conference.

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<sup>1</sup> Bank of England Inflation calculator, <https://www.bankofengland.co.uk/monetary-policy/inflation/inflation-calculator>, (accessed 17 November 2023).

The new fees will be as follows:

Number of Students	2016-2023 fees	September 2024- August 2025 fees
FE Colleges	£255.00	£319
0 - 1000	£255.00	£319
1001 - 5000	£285.00	£356
5001 - 10000	£350.00	£438
10001 - 15000	£380.00	£475
15000+	£405.00	£506
Additional Memberships	£34.00 per person	£43