

# ALL SAINTS' CHURCH OF ENGLAND PRIMARY SCHOOL

## Gifts and Hospitality Policy 2019-2020

### Key Points

- Official or unofficial funds must not be used for the purchase of gifts for staff (see 3.1)
- Official or unofficial funds must not be used for providing hospitality or meals to staff. (see 3.2)
- Modest refreshments for use by school visitors is permitted and may be paid for from the school budget.
- It is acceptable to provide sandwiches or a finger buffet and non alcoholic drinks to visitors to the school if meetings extend into the lunch period.
- Expenditure on hospitality beyond light refreshments for visitors to the City must be approved by the Governing Body.
- Under no circumstances should alcohol be purchased using official or unofficial funds.
- The purchase of food or beverages for school staff and/or their families at hotels and restaurants is not permitted.
- Refreshments and a light meal in school for staff training days is acceptable but should be provided by the school kitchen. Alternative arrangements will require governing body approval or at the discretion of the Headteacher (see 3.2)
- Staff attending residential training courses are responsible for any personal expenditure incurred such as newspapers, mini bar, private telephone calls etc.
- The acceptance of any gift and/or hospitality may be regarded by a third party as compromising the integrity of an individual.
- If in doubt, the offer of gifts or hospitality should be declined in a polite manner.
- Staff with financial responsibilities should lead by example and uphold high standards of integrity.
- Offers of gifts and hospitality made by a person or organisation seeking to do business with the school should be handled with extreme caution and the advice of the head teacher or the chair of governors should be sought.
- A modest gift of a promotional nature is deemed to be acceptable.
- A working lunch of a modest standard may be acceptable but caution is needed if such lunches are taken with the same company on a frequent basis.
- Hospitality in the form of holidays, tickets for entertainment events and use of company suites and hospitality boxes is not acceptable.
- All gifts and hospitality should be recorded in the Schools Gifts and Hospitality Register within 7 days of receipt.
- If schools are in doubt over the offer of gifts and hospitality advice from the Directorate should be sought as corruption and bribery are deemed to be criminal offences.
- The Gifts and Hospitality Register should be held and maintained by a nominated officer in school.

- The provision of gifts or rewards to an employee may create some form of liability for income tax and national insurance contributions.
- Some gifts may fall under the heading of 'Trivial Gifts'.

## Purpose

- 1.1 All schools are required to have a gifts & hospitality policy. The purpose of this guidance note is to provide schools with a model policy it can adopt.

## Official and Unofficial Funds

- 2.1 Official funds are defined as any fund, provided by the Local Authority or other body to meet the Local Authority requirements to provide education. Examples of such funds include:

- School Budget Share (Schools Block DSG)
- Pupil Premium Funding
- Educational Visits
- Music Tuition

Official funds may also include other monies received by schools for specific projects which are required, as conditions of the funds, to be dealt with through the school's official accounting system.

- 2.2 Unofficial funds are defined as funds operated, wholly or in part, by any employee of the school because of his/her employment, for which the Local Authority does not have a statutory requirement to provide the resources for which the fund is being used. Examples of such funds include:

- School Funds
- Tuck Funds
- Vending Machine Funds
- PTA Funds

## Gifts and Hospitality Given

- 3.1 Official or unofficial funds must not be used for buying gifts for school staff or other people who may assist the school in a voluntary capacity.

However All Saints' Primary School has an unofficial "Staff Welfare Fund" which was set up by the Governors upon receipt of a legacy from a former Headteacher for this specific purpose. The present Headteacher is authorised to use these funds to provide small gifts of flowers or fruit in cases of staff illness, bereavement etc and for small gifts of chocolates as an appreciation of particular volunteer help eg on school trips.

Any expenditure from the Staff Welfare Fund not covered above will require prior express approval from the governors' Resources Management Committee.

- 3.2 Official or unofficial funds should not be used for providing hospitality or meals for staff. All staff in school must provide their own refreshments and official or unofficial funds must not be used to pay for personal consumption. The Governing Body has agreed to provide a free school lunch for staff undertaking lunch time supervision duties, when parents' evenings occur after school or where the staff member is required to attend a governors' meeting after school. The Governing Body has agreed to provide light refreshments for staff and governors prior to Governing Body meetings

which necessitate governors attending straight from their place of work. The Governing Body has agreed that Catering Staff shall be provide with a free school lunch if required.

- 3.3 A pool of refreshments such as tea, coffee, milk and sugar for consumption by visitors to the school is permitted and the purchase of these items can be made through the school budget. Schools are advised to account for 'Hospitality' in their financial package so that there is a clear audit trail for expenditure of this type. A pool of refreshments such as tea, coffee, milk and sugar for consumption by staff is also permitted subject to budget constraints and specific approval from the Governing Body. The Governing Body has agreed to provide tea, coffee, milk and sugar for staff in the school staffroom.
- 3.4 If meetings with visitors to the school extend through the lunch period it is usually acceptable to provide sandwiches or a finger buffet and non alcoholic drinks, all of which may be purchased through the school budget.
- 3.5 There may be occasions when more than light refreshments are required to entertain visitors to the City. Expenditure of this nature should be agreed, in advance, with the Governing Body and setting out the reasons for granting approval.
- 3.6 Under no circumstances should alcohol be purchased using official or unofficial funds
- 3.7 Official or unofficial funds must not be used for the purchase of food or beverages at restaurants or hotels for school staff and/or their families
- 3.8 It may be reasonable to provide refreshments and a light meal on school premises at staff training days or as part of a development activity. Food for such occasions is usually provided via the school kitchen but should this be unavailable alternative arrangements can be made but will require Governing Body approval.
- 3.9 Where school staff are on residential training courses, personal expenditure incurred during an overnight stay such as mini bar, newspapers, private telephone calls etc it is the responsibility of the individual employee and this must be paid for in full before leaving the hotel/venue.

### **Gifts and Hospitality Received**

- 4.1 School staff should consider if the acceptance of any gift and/or hospitality could be regarded by a third party as compromising or likely to compromise the impartiality or integrity of a public servant.
- 4.2 If in doubt, the offer should be declined in a polite manner so as not to offend the giver of the gift and/or hospitality and so that they understand there are high corporate and ethical standards to be maintained
- 4.3 During the course of undertaking their duties it is inevitable that school staff will be offered some gifts and/or hospitality at some point and in particular this may apply to staff with financial responsibility – Head Teachers, Bursars, Business Managers, Budget Holders etc. Accordingly all such staff should lead by example and uphold high standards of integrity.
- 4.4 Where any gift and/or hospitality is offered by a person or organisation seeking to do business with the school, particularly where the offer is made to an individual member of staff, it is necessary to exercise extreme caution. The expectation is that as a minimum the individual should consult either the Head Teacher or in the case of the offer being made to the Head Teacher, the Chair of Governors. Gifts of chocolates, biscuits, etc from contractors eg at Christmas should not be retained by individuals, and if accepted, should be shared among all staff.

- 4.5 A 'trivial gift' ([see point 6.4](#)) or modest gift of a promotional nature given to a wide range of people and not uniquely to one individual may be deemed as acceptable. Such gifts may include calendars, diaries, pens or other small items and in such cases do not need prior approval for acceptance and do not need to be recorded in the Gifts and Hospitality Register ([See point 4](#)). Small gifts of sweets, chocolate etc given by children to their teacher/support staff at the end of term are considered under the heading of trivial gifts; anything of a substantial nature (ie exceeding a value of £20) must be referred to the Headteacher prior to being accepted.
- 4.6 Hospitality is sometimes offered to representatives of schools and in such cases extreme caution is needed particularly where the host is seeking to do business with the school to obtain a decision from it. It is important to avoid any suggestion of improper influence.
- 4.7 A working lunch of a modest standard may be acceptable to allow parties to continue a business discussion but extreme caution is needed if any such working lunches are taken with the same company on a frequent basis. Any such hospitality should be recorded in the Gifts and Hospitality Register ([See point 4](#)).
- 4.8 It is not acceptable to receive hospitality in the form of holidays or weekends away, tickets to theatres or other entertainment events or the use of company flats, hotel suites or hospitality boxes at sporting and other events.
- 4.9 If any gift and/or hospitality are accepted they must be recorded, within 7 days of the offer of the gift and/or hospitality being made, within the schools Register of Gifts and Hospitality ([See Appendix A](#)). This Register should be presented to the Governing Body on a termly basis. Failure to record the receipt of any gifts or hospitality will be deemed as a disciplinary matter.
- 4.10 Please note that where hospitality is provided at an official function of the local authority there will be no need to declare it within the Gifts and Hospitality Register.
- 4.11 If schools are in any doubt over any gift or offer of hospitality they should seek appropriate advice from the local authority. Corruption and bribery are criminal offences and the local authority will not hesitate to refer such issues to the police for prosecution.

### Gifts and Hospitality Register

- 5.1 High ethical standards, along with open and transparent arrangements, are essential to ensure integrity of all staff employed by the school. Accordingly gifts and/or hospitality must be discussed with the Head Teacher or the Chair of Governors and if a decision to accept is taken, the details should be recorded in the Gifts and Hospitality Register.
- 5.2 The Gifts and Hospitality Register should be held and maintained by a nominated officer within the school and should be freely available for inspection by governors, staff, parents and Local Authority representatives.

### Liability for Income Tax and National Insurance Contributions

- 6.1 In theory, the provision of any gift or reward to an employee may create some form of liability for the employee.
- 6.2 ALL gifts in the form of money or 'cash vouchers' (vouchers which can be exchanged for cash e.g. premium bonds or savings stamps) are subject to deductions of Income Tax and National Insurance Contributions.
- 6.3 'Non Cash Vouchers' (vouchers redeemable for goods and services must be reported on Forms

P11D and are also liable to National Insurance Contributions. P11D Forms are completed by the Local Authority based on information provided by schools on the Annual Return for the Provision of Gifts and Rewards for Employees. [\(See Appendix B\)](#)

6.4 Her Majesty's Revenue and Customs (formerly the Inland Revenue) acknowledge that some gifts may fall under the heading 'Trivial Gifts'. There is no legal definition of a trivial gift but some examples may include:

- Seasonal gifts such as a small box of chocolates or bottle of wine
- A diary or a key ring

**Schools providing gifts/rewards to employees are advised to apply caution as there may be a tax liability to the employee. If in doubt schools should seek advice from the Payroll and Pensions Office.**





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Completed forms should be returned to Schools & Settings Finance Team **by no later than 30 April.**

Signed: .....

Designation: .....

Date: .....

This policy was agreed by the Governing Body on 10.1.17