



# **Gifts and Hospitality Policy**

Date: August 2018  
Review: August 2021

# Gifts and Hospitality Policy

## Purpose

This outlines the Trust's policy with regard to the receipt of gifts and hospitality by its staff from any third parties arising from duties undertaken on behalf of the Trust and its academies.

The Trust is committed to ensuring that the governance of each Academy is conducted in accordance with the highest standards of integrity, probity and openness.

Where the trust, or any academy within the trust, provides hospitality to any individual within the trust or any person outside the trust, then the expenditure for this can only come from unrestricted funds. Any income from the EFA cannot be used for this purpose

## General Rules

Academy staff must not receive gifts, hospitality or benefits of any kind from a third party which might be seen to compromise their personal judgement or integrity. Staff are asked to immediately report any offer or receipt of such gifts to the relevant Headteacher to be recorded in the Register of Gifts and Hospitality.

Governors and staff may accept the following gifts/ hospitality without the need to seek the approval of the Academy or formally register receipt:

- courtesy hospitality at business lunches/dinners or attendance in an official capacity at a public function;
- incidental promotional gifts such as calendars, diaries or pens;
- receipt of small items from suppliers or contractors as expressions of gratitude such as boxes of chocolate or individual bottles of drink (at a value of less than £10)
- NB: Care must always be taken to ensure that whenever such gifts/hospitality are accepted no obligation to the person or organisation in question is accepted. In cases of doubt members should consult their Headteacher

The following examples of gifts/hospitality require approval and to be formally recorded by the Headteacher in the Register of Gifts and Hospitality:

- Attendance as a non-paying guest of a commercial organisation or individual at a non-work related cultural or sporting event (at a value of more than £10)
- Promotional gifts worth in excess of £10
- Other offers of gifts/ hospitality not falling into any of the above categories.

### **Unacceptable Gifts/Hospitality**

The following are examples of offers of gifts/hospitality which should be refused by staff:

- Gifts of money (not including donations to the Academy)
- Free membership or subscriptions (e.g. sports clubs)
- Foreign travel unless as a specific element of a business, academic or research activity approved by the Academy
- Free goods, services or equipment which are normally provided by a supplier to the Academy at a charge
- Any offers of gifts and hospitality falling into any of the above categories should be reported immediately to the Headteacher .
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### **Role of the Headteacher in relation to the Gifts and Hospitality Policy**

- Responsible for ensuring that any offer or receipt of gifts, hospitality or donations to staff is recorded in the Academy's Register of Gifts and Hospitality.
- Reporting any possible conflict of interests arising from the offer or receipt of gifts and or hospitality.

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