



Beths Grammar School

Gift & Hospitality Policy

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1. Aims

This policy aims to ensure that:

- The academy trust's funds are used only in accordance with the law, its articles of association, its funding agreement and the latest Academy Trust Handbook
- The trust and those associated with it operate in a way that commands broad public support
- The trust has due regard to propriety and regularity, and ensures value for money, in the use of public funds
- Trustees fulfil their fiduciary duties and wider responsibilities as charitable trustees and company directors
- Members, trustees and staff are aware of what constitutes acceptable gifts and hospitality, and the process that must be followed if they are presented with any of the same

2. Legislation and guidance

This policy is based on the [Academy Trust Handbook](#), which states that academy trusts should have a policy and register on the acceptance of gifts, hospitality, awards, prizes or any other benefit which might compromise their personal judgement or integrity. This should include members, trustees, staff and/or any other representative of the trust. The handbook states that the trust should ensure that all staff are aware of this policy.

This policy also complies with our funding agreement and articles of association.

3. Definitions

Gifts are any items, cash, awards, prizes, goods or services, offered without expectation of payment or benefit. Gifts also include goods or services offered at a discounted rate, or on terms not available to the general public.

Hospitality is defined as food, drink, accommodation or entertainment (such as cultural or sporting events) provided free of charge, heavily discounted or on terms not generally available to the general public.

4. Roles and responsibilities

4.1 Members, trustees and staff

Members, trustees and staff:

- Must not give or accept gifts or hospitality to or from a third party where it might be perceived that their personal integrity has the potential to be compromised, or that the trust might be placed under any obligation as a result of acceptance
- Must not use their official position to further their private interests or the interests of others
- Must not solicit gifts or hospitality
- Must record any gifts or hospitality offered to them or the trust with a value of over £25 on the gifts and hospitality register (see appendix 1) within 7 working days, even if declined
- Must consult the School Business Manager or Headteacher before accepting or offering any gifts or hospitality with a value of over £25.

4.2 Academy trustees

Academy trustees will ensure that the trust's funds are used in a way that commands broad public support, pays due regard to propriety and regularity, and provides value for money.

4.3 The Headteacher

The Headteacher is responsible for ensuring that staff are aware of and understand this policy, and that it is being implemented consistently.



The Headteacher will act with the utmost integrity on all matters relating to gifts and hospitality, ensuring that they set a good example to the rest of the school and trust and to those outside the organisation.

They will also ensure, alongside the School Business Manager, that decisions on whether individuals or the trust can accept or offer gifts or hospitality with a value of over £25 are in line with this policy.

The Headteacher is responsible for communicating the school/trust's rules and expectations about gift-giving to parents.

4.4 The School Business Manager

The School Business Manager will ensure that:

- The trust maintains a gifts and hospitality register
- Figures for transactions relating to gifts made by the trust are disclosed in the trust's audited accounts, in accordance with the Academy Trust Handbook
- The academy trustees and Headteacher are provided with information on gifts and hospitality received and given, as appropriate

They will also ensure, alongside the Headteacher, that decisions on whether individuals or the trust can accept or offer gifts or hospitality with a value of over £25 are in line with this policy.

4.5 The School Business Manager

The School Business Manager is responsible for maintaining the gifts and hospitality register on a day-to-day basis.

4.6 Parents and Carers

The school recognises that parents and carers sometimes wish to show their appreciation to staff through small gifts or tokens of thanks. While we do not wish to discourage these gestures, we ask that they are given in line with the following guidance and our trust's overall approach to gifts and donations:

- **Voluntary and not expected:** Gift-giving is entirely optional. Parents and carers are under no obligation to provide gifts to teachers or any other members of staff.
- **Small tokens only:** Modest tokens of gratitude are always appreciated, but large or high-value gifts should not be offered.
- **Value limit:** In line with the trust policy, staff may not accept gifts or donations with a value exceeding £25 from any individual or family.
- **Timing and transparency:** Gifts should only be given at appropriate times (for example, at the end of term or academic year) and should be presented openly rather than privately.

These guidelines are intended to ensure fairness, transparency, and consistency across our school community whilst allowing staff to receive genuine gestures of thanks in an appropriate way.

5. Acceptable gifts and hospitality

5.1 Offer of gifts and hospitality received

Members, trustees and staff can accept gifts and hospitality that have a value of up to £25. These do not have to be pre-approved or recorded on the gifts and hospitality register.

Generally, gifts of nominal value, such as small tokens of appreciation, may be accepted. If in any doubt, members, trustees and staff must consult the School Business Manager or Headteacher.

Similarly, hospitality such as working lunches may be accepted to maintain good relationships with key contacts, provided the hospitality is reasonable in the circumstances. If in doubt, guidance must be sought from the School Business Manager or Headteacher.



Any gifts or hospitality offered with a value of over £25 must be recorded on the gifts and hospitality register within 7 working days, even if declined. Any member, trustee or member of staff who is offered such gifts or hospitality must consult the School Business Manager or Headteacher before accepting.

If the Headteacher is the recipient, or intended recipient, of **any** offer of gifts or hospitality, they must inform the chair of the board of trustees and record the offer on the gifts and hospitality register.

Failure to declare any offer of gifts or hospitality on the register in line with this policy will be treated as a staff disciplinary matter.

5.2 Offer of gifts and hospitality given

There may be occasions when it is appropriate for the school to offer modest hospitality or small tokens of appreciation to staff, visitors, or external partners. Any such offers must always represent a justifiable business purpose, demonstrate good value for money, and be consistent with the school's ethos and the trust's financial procedures.

5.3 Hospitality using school funds

- Use of the school budget to provide hospitality should be limited to appropriate circumstances, such as:
- Meetings or training sessions held over normal meal times, where staff are expected to attend and would otherwise miss a meal they would normally take at home
- Welcoming special visitors, governors, or prospective partners to the school
- Occasions where a "working lunch" or similar arrangement is required to support the effective running of the school

All hospitality should be modest, proportionate, and clearly linked to the purpose of the meeting or event.

5.4 Gifts to staff

The school may offer small gifts or tokens of appreciation to staff who have gone above and beyond their normal duties, for example in connection with special events such as concerts, productions, or community activities. Any such gifts must be modest in value and approved by the Headteacher before purchase.

5.5 Staff expenses when working off-site

Staff who incur reasonable expenses whilst working off-site – such as when attending residential training courses or accompanying pupils on trips – may claim reimbursement for meals or other essential costs, provided these are not already included in the cost of the trip or course and have been included in the budget.

All claims must comply with the trust's published subsistence rates and be supported by valid receipts.

5.6 Process for claiming expenses

Expenses should be claimed on the official staff subsistence form and submitted to the Payroll Manager for payment, following authorisation by the relevant budget holder. Claims must be made promptly and in line with the trust's financial regulations.

Any gifts or hospitality provided by the trust such as a working lunch for visitors, must not be extravagant. A maximum value of £10 should be used as a guideline.

Alcohol must not be purchased out of the school budget.



The Headteacher must be consulted about any proposal to provide gifts or hospitality with a value of over £25.

6. Unacceptable gifts and hospitality

The following must never be offered or accepted:

- Monetary gifts
- Gifts or hospitality offered to family members, partners or close friends of members, trustees or staff
- Gifts or hospitality from a potential supplier or tenderer in the immediate period before tenders are invited or during the tendering process
- Lavish or extravagant gifts or hospitality such as a high value voucher or expensive meal, even if they relate to activities the recipient undertakes in their own time.

This list is not intended to be exhaustive.

7. Declining gifts and hospitality

Any members, trustee or staff member who is offered any of the unacceptable gifts or hospitality outlined in section 6 above should politely decline the offer.

If they feel it would not be appropriate for them to decline, they should refer the matter to the Headteacher. The Headteacher may decline the offer, or donate the gift or hospitality to a worthy cause, and must also record the offer on the gifts and hospitality register.

Disciplinary action will be taken against anyone who fails to decline gifts or hospitality the trust has deemed unacceptable.

Failure to declare any gifts or hospitality offered on the gifts and hospitality register, in line with this policy, will be dealt with as a staff disciplinary matter.

8. Monitoring arrangements

The gifts and hospitality register is monitored regularly by the Headteacher.

This policy will be reviewed every 3 years by the School Business Manager and approved by the Headteacher.

9. Links with other policies

This gifts and hospitality policy is linked to the:

- Staff code of conduct
- Staff disciplinary procedures
- Accounting policy
- Staff Handbook
- Conditions of Service for Teaching and Support Staff

Agreed Autumn 2025
To be reviewed Autumn 2028



Appendix 1: gifts and hospitality register

DATE	NAME	DESCRIPTION OF GIFT/HOSPITALITY AND APPROXIMATE VALUE	PARTY OFFERING GIFT/HOSPITALITY	ACCEPTED /REJECTED	APPROVED BY