



Diocese of Norwich
St Benet's
Multi Academy Trust



Diocese of Norwich
Education and
Academies Trust

[Academy Name]

Trustee and Governor Expenses Policy

Policy Type:	Trust Core Policy
Approved By:	Board of Trustees
Approval Date:	09/12/2019
Date Adopted by LGB:	dd/mm/yyyy
Review Date:	December 2022
Person Responsible:	Head of Governance

Summary of Changes

The model policy has been revised to reflect these changes to the statutory guidance as outlined below.

Page Ref.	Section	Amendment	Date of Change
p6	5	Trustees/Governors are required to submit an invoice to the Head of Governance, rather than the previous method of using an expense claim form. This section outlines the new process.	Nov 2019
p7	App 1	New Invoice Template to be used for expense claims	Nov 2019

Roles and Accountabilities

The Trust is accountable for all policies across its Academies. All policies, whether relating to an individual academy or the whole Trust, will be written and implemented in line with our ethos and values as articulated in our prospectus. We are committed to the provision of high quality education in the context of the Christian values of service, thankfulness and humility where individuals are valued, aspirations are high, hope is nurtured and talents released.

A Scheme of Delegation for each academy sets out the responsibilities of the Local Governing Body and Principal / Head Teacher. The Principal / Head Teacher of each academy is responsible for the implementation of all policies of the Academy Trust.

All employees of the Academy Trust are subject to the Trust's policies.

Statement of intent

The Trust is dedicated to good practice and ensuring equality through school processes.

The governance of schools in England is deeply rooted in the principle of voluntary service, but academies have the opportunity to decide whether they wish to pay expenses to trustees and governors. The Trust believes that no trustee or governor should be out-of-pocket in respect to carrying out their duties on behalf of the academy and, therefore, that the payments of expenses for trustees and governors are important in ensuring equality for all members of the school community.

The Trust encourages all trustees and governors to submit claims for reasonable expenses incurred whilst carrying out their duties.

1. Legal framework

1.1. This policy has due regard to statutory legislation including, but not limited to, the following:

- The Charities Act 2011
- The Trustee Act 2000

1.2. This policy has due regard to guidance, including, but not limited to, the following:

- The Charity Commission (2012) 'Trustee expenses and payments'
- DfE (2019) 'Governance handbook'

2. What are expenses?

- For the purpose of this policy, "**expenses**" are refunds paid to trustees/governors to cover the costs incurred whilst fulfilling their governance duties for the academy trust.
- 2.2. Allowances of properly incurred expenses are not a payment to trustees/governors for their services, nor do they count towards any kind of personal benefit.

3. What can trustees/governors claim expenses for?

- Payments can only be paid for expenditure necessarily incurred to enable the person to perform any governance duty.
- Expenses will be paid on provision of a receipt, at the rate set out in the scheme, and will be limited to the amount shown on the receipt.
- Trustees/governors of the Trust are permitted to claim expenses in the following instances, on a case-by-case basis and with prior approval from the board of trustees/local governing body:
 - **Travel:**
 - Claims for expenses may be made for travel between the trustee/governor's household and an academy or the trust's central administration office in their personal car.
 - The nature of the travel must be related to the work of the board of trustees/local governing body, e.g. trustee meetings, training courses.
 - Payments will be reimbursed for use of public transport or taxis, upon production of a valid receipt.
 - The costs of parking for business away from the academy trust, where necessary, will be returned upon production of a valid receipt.
 - **Hospitality:**

Trustees/governors will be able to claim for the following only in exceptional circumstances and subject to the prior approval of the Chair of the Trust Board/Local Governing Body:

- Overnight accommodation and subsistence costs
- **Childcare:**
Trustees/governors will be able to claim for the following, on a case-by-case basis and with the prior approval of the Trust Board/ Local Governing Body:
 - Childcare or baby-sitting allowances (excluding payments to a current/former spouse or partner)
 - Cost of care arrangements for an elderly or dependant relative (excluding payments to a current/former spouse or partner)
- **Specific needs:**
Trustees/governors will be able to claim for the following, on a case-by-case basis and with the prior approval of the Trust Board/LGB:
 - Trustees/governors may claim allowances for expenses relating to specific needs incurred when carrying out approved duties.
 - The circumstances in which trustees/governors can claim expenses for specific needs may include: taxi fares, audio equipment or support from a signer, braille transcription, special transport for individuals with disabilities, etc.
- **Telephone charges, broadband, photocopying, stationery, etc.:**
 - Claims for reimbursements can be made where a trustee/governor is unable to use an academy's or the trust's central administration office facilities for any of the above.
 - Allowances will be returned upon production of a valid receipt, where appropriate. In all other cases, a full written report must be submitted.
- The Trust acknowledges that:
 - Trustees/governors may not be paid attendance allowance
 - Trustees/governors may not be reimbursed for loss of earnings

4. Payments which do not count as expenses

- Trustees/governors are not able to receive allowances for the following:
 - Payments for hotel accommodation or travel costs for spouses or partners who are not participating in the business of the academy trust
 - Payments for private telephone bills for business unrelated to the academy trust
 - Payments for private medical insurance
 - Petrol mileage rates above the mileage rates published by HMRC (45 pence per mile)
 - Parking fines

NB. This list is not exhaustive and the board of trustees/LGB may decide to reject other requests for expenses which are excessive, false or unreasonable.

- Any trustee/governor that attempts to claim expenses which are excessive or false, as outlined above, may be liable to removal from the board of trustees/Local Governing Body and, if the expense has already been reimbursed, may be liable to repay the academy trust for the amount paid.

5. How are expenses claimed?

- Trustees/governor should claim expenses on a monthly basis, unless the amount to be claimed is substantial and/or urgent.
- Claims should be made by submitting an invoice to the Head of Governance at the Trust's central offices
- The Head of Governance will authorise the invoice and pass to the Finance team for payment
- Payment terms are the later of 30 days from the date the invoice is received or 30 days from the invoice date
- The invoice template to be used by the trustee/governor can be found in Appendix 1. The invoice template can be downloaded from GovernorHub. To comply with audit requirements, invoices **must be typed**, not handwritten.
- All claims will be subject to independent audit. If claims appear to be too frequent or excessive, the Chief Operating Officer may ask for further details.
- The board of trustees will account for all expenses in the academy trust's accounts; this includes:
 - Details of the payments and other benefits to trustees/governors and connected persons.
 - Details of the legal authority upon which the payment has been made and the reasoning for it.

6. Monitoring and review

- The Head of Governance will review this policy on a three-yearly basis in conjunction with the board of trustees and will make any changes necessary.
- All trustees/governors are required to familiarise themselves with this policy upon their appointment to the board of trustees/LGB.

