



Gift and Hospitality Policy

Person responsible: Headteacher

Ratified by the governing body: Spring 2023

Date for review: Spring 2026

A handwritten signature in black ink, appearing to read 'Anne-Marie-Renshaw', is positioned below the text.

Reverend Anne-Marie-Renshaw

Chair of governors

Rationale

Messing Primary School is committed to the highest level of integrity, honesty and accountability in all its business dealings. All trustees, staff and governors are expected to maintain high standards of propriety and professionalism in all their dealings, ensuring they are free from any conflict of interest through their business in the name of the Academy Trust.

Definitions

A Gift is any item or service which is received free of charge; or personally offered at a discounted rate or on terms not available to the general public.

Hospitality is the offer of food, drink, accommodation or entertainment or the opportunity to attend any cultural or sporting event not available to the general public.

Prevention of Fraud and Bribery Act 2010 makes it a criminal offence to:

- Offer, promise or give a bribe,
- Request, agree to or accept a bribe,
- (by an organisation) fail to prevent bribery by those acting on its behalf ('associated persons') to obtain or retain business or a business advantage for the organisation.

Under this act, a bribe is 'a financial or other advantage' offered, promised or given to induce a person to perform a relevant function or activity improperly, or reward them for doing so.

Statement of Policy

In order to protect all adults involved with the school, and the reputation of the school from accusations of bribery or corruption, staff must take extreme care that none of their dealings, directly, or indirectly, could be deemed as a reward or benefit, in line with the Bribery act 2010. This act makes it a criminal offence.

The school will hold a Gifts and Hospitality Register.

It is common for appreciative parents and pupils to register their thanks for the work of staff in the form of a small personal gift. If these are valued at less than £30 these are perfectly acceptable without reference to senior members of staff. These will not need to be added to the register.

Where a more valuable gift, benefit or service is offered which is to the good of the school, rather than an individual, then it must be referred to the Headteacher and if in the case of the

Headteacher, to the Chair of Governors for approval within their discretion. In case of these items, if acceptable, should be added to the register.

Hospitality in the form of working lunches, coffees etc are perfectly acceptable, and it would be appropriate to offer this to gain cordial relationships in support of good relationships with visiting staff or business colleagues. These would not be added to the register.

If a member of staff is offered a gift or hospitality whilst involved in the procurement of goods and services, tenders for work or when liaising with anyone conducting business with the school other than light refreshments, it is their responsibility to discuss this with the Headteacher before accepting such benefit within 5 days. If acceptable, this would need adding to the register.

If not accepting a gift would be regarded as causing offence, (such as a sudden and unexpected gift, or one where it would cause cultural offence) the item should be accepted. The matter should then be brought to the attention of the Headteacher as soon as possible who may decide to return the gift, discuss it with the Chair of Governors, or/and may donate it to a school raffle/ fair or a charitable cause.

Examples of gifts or hospitality that should not be accepted are cash or monetary gifts; gifts or hospitality offered to a member of your family; gifts or hospitality from a potential supplier or tendered in the immediate period before tenders are invited or during the tender process.

Where a gift is received on behalf of the school, the gift remains the property of the school.

All gifts/ hospitality over the value of £30 must be recorded in the Schools Gift and Hospitality Register, whether accepted or not.

Instances of non-compliance

In the case where it is believed a member of Staff, Trustees or Governors has not declared a gift or hospitality then a formal investigation will be instigated by the Executive Headteacher/Chair of Governors. This may take the form of disciplinary procedures in the case of employees if misconduct is indicated.

Giving of Gifts

In the case of giving gifts as a “thank you” the School can purchase a gift up to the value of £30.00 for staff, trustees, parents and governors that have gone above and beyond to contribute towards the School. After the £30.00 point it would be an exceptional circumstance (one that deserved a greater investment, a sign of long term services to the school and therefore agreed in advance with the Head Teacher and or Governors.

**Appendix A
Declaration of a Gift or Hospitality**

Name:	Position:
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I have been offered a gift / hospitality which I have declined.

I have been offered a gift / hospitality which I have accepted.

Date and time of offer:
Place where offered:

Name of organisation/ person making the offer and their relationship with the school	Nature of interest/ gift/ hospitality	Estimated value if applicable

Reason for accepting/ declining gift/ hospitality:
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Signed: _____ Date: _____

Approved by: _____ Date: _____

Headteacher/Chair of Governors as applicable

On completion, please return this form to the business manager who will keep this and record in the Register in date order.

Entered in Register	Date:	Reference:
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Appendix B

Declaration of Gifts and Hospitality Register

Date of entry	Name of Trustee, Governor or Staff Member	Estimated Value £	Nature of Gift /Hospitality	Supplier of Gift /Hospitality	Reason for Acceptance/ Non Acceptance	Declaration form reference